

V8515
2.R34-2

Bureau of Governmental Research
University of South Carolina
Columbia

C 896C4084-2
S.C.

Copy 1

**Research
Points
The
Way
To**



REHABILITATING PUBLIC OFFENDERS



**SOUTH CAROLINA
VOCATIONAL
REHABILITATION
DEPARTMENT**

DR. DILL D. BECKMAN,
Director

REHABILITATING PUBLIC OFFENDERS

FINAL REPORT

A Research and Demonstration Project to Study Methods
of Rehabilitating Public Offenders in South Carolina

By

CHARLES S. CHANDLER, PH.D., RESEARCH DIRECTOR
and

BERNARD A. SANDICK, M.A., PROJECT COORDINATOR



S. C. STATE LIBRARY

JUL 05 1994

STATE DOCUMENTS

Sponsored By

SOUTH CAROLINA VOCATIONAL REHABILITATION DEPARTMENT

DR. DILL D. BECKMAN, DIRECTOR

January 1968

This investigation was supported, in part, by Research and Demonstration Grant Number RD-1709-G from the Rehabilitation Services Administration, Social and Rehabilitation Service, Department of Health, Education, and Welfare, Washington, D. C. 20201.

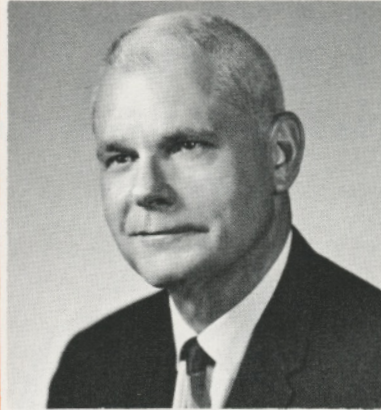
HIGHLIGHTS

Significant Findings for the Rehabilitation Worker

The following suggestions have been developed as an aid to those who may be initiating a vocational rehabilitation program for public offenders:

1. A significant number of public offenders can be rehabilitated but more staff time is required than with physically disabled clients.
2. A team of rehabilitation personnel is apt to be more effective with public offenders than an individual counselor.
3. A special philosophy and set of rehabilitation techniques are needed to rehabilitate public offenders.
4. The counselor must provide a protective setting in which the client can have time and opportunity to function without disastrous punitive effects.
5. The counselor must be aware of the client's proficiency in manipulating authority figures and getting around agency regulations.
6. The counselor should use the dependency needs of certain clients as a means of encouraging them to continue in the rehabilitation program.
7. The rehabilitation counselor should intercede with social and police authorities as an advocate of the client when a social crisis develops.
8. During a social crisis is probably the only time when insight counseling is effective as the offender tends to show anxiety only at such a time.
9. Constant preventative counseling is necessary to prevent clients from committing transgressions which result in reincarceration or other severe social sanctions.
10. Personality characteristics and needs are more important as vocational determinants than intelligence, interests, or aptitudes.
11. The public offender tends to perform better in concrete, non-judgmental jobs than in employment where abstract conceptualizing is required.
12. Jobs which produce immediate satisfaction seem to be best suited for this type of client.
13. Long-term, high-level training goals do not usually lead to satisfactory job placement.
14. Job stability seems greatest in employment which enables the offender's hostility to be discharged in a harmless fashion.
15. The counselor should realize that goals and plans developed while clients are institutionalized are usually modified or abandoned soon after release.
16. Young female offenders should be assigned to a female counselor or social worker.
17. Field counseling sessions create far better rapport with clients than across-the-desk contacts.

PREFACE



Through this experimental program, we in South Carolina have sought to demonstrate that knowledge and skills developed by Vocational Rehabilitation through the years can be translated into rehabilitation services for persons who have been convicted of legal transgressions.

We felt it our responsibility to conduct this research and through this report share with others our increased understanding of this group of people, their rehabilitation needs, and methods we have found to help them assume more productive roles in society.

Dr. Dill D. Beckman, Director

TABLE OF CONTENTS

	Page
Significant findings for the rehabilitation worker	2
Preface	3
Foreword	5
Introduction	6
Statement of the problem	8
Review of the literature	10
Methodology	11
Personnel	11, 17
Research design	12
The service program	14
Results	19
Discussion	40
Summary	43
Bibliography	47

FORWARD



Through the dedication of our project staff and cooperative efforts of other agencies, the value of Vocational Rehabilitation services to public offenders has been demonstrated.

The research conducted as a vital part of this program has provided valuable information regarding clients' participation and the probability of their successful rehabilitation.

Perhaps even more valuable are the clinical observations made by our staff and consultants regarding the personality dynamics of the offenders served. We are pleased to be able to share these insights with other rehabilitation workers.

B. A. Sandick, Facility Coordinator

S. C. STATE LIBRARY

JUL 05 1994

STATE DOCUMENTS

Chapter I

INTRODUCTION

A. HISTORICAL PERSPECTIVE

From prehistoric times to the modern era, societies have attempted to control their members and limit personal freedom of action. Each society has developed rules governing its members. These have conflicted with individual desires. The problem of enforcing the rules requiring conformance to the group mores has plagued societies throughout history.

Early societies attempted to control their members by using the concept of supernatural powers. Members were threatened with punishment by powerful Deities unless they conformed to social control. Many early societies developed taboos which, if violated, resulted in drastic group sanctions.

This fear of supernatural retribution was incorporated into more organized religions. Both the early Hebrews and Christians developed well organized systems of controlling individual actions. They promised that those who did not conform to social mores would be punished for their transgressions, even after death.



From early times, society has used violent methods of punishing its transgressors. Most transgressors were punished by executions, torture or maiming. Jails and dungeons were reserved for civil debtor offenses.

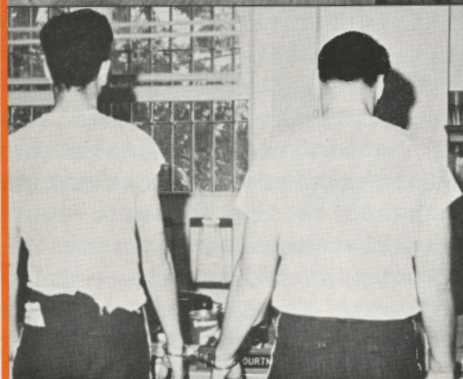
Early tribes also exiled their offending members. During the Roman and Greek

period, offenders were sentenced to a life of slavery on the oars. Each lived out the rest of his life powering the oar-driven war ships. Exiling as a major technique was not begun until the new world was colonized by the English, French, Dutch, and Spanish in the 16th Century. Offenders were then sentenced to Australia, the new world, and other colonies away from the Motherland.

In the last decade of the 18th Century, the concept of imprisonment as an alternative to either exile or execution was developed. Early penal punishment was rather strict but was seen then as a humane act. Individuals were kept under very strict discipline and in some cases were placed in solitary confinement. They did not see nor speak to any other individual during their period of incarceration. It was thought that solitary confinement would allow the offender to think about his crime and become remorseful. Upon his release, he was expected to conform to social rules and regulations.

The concepts of probation and parole were not developed until the late 19th or early 20th Centuries. Probation presented the individual with an alternative to incarceration. He was expected to function under the supervision of a probation officer. The parole concept was developed about the same time, enabling a prisoner to be released under supervision. Both types of offenders always had the threat of imprisonment for further violations hanging over their head.

None of the measures traditionally used to control individual behavior has demonstrated its complete effectiveness. A more realistic theory and set of practices has been needed for a long time.



- Standards are learned through:
1. Joint parent-child activities
 2. Teachers in the classroom
 3. Group discussions.
 4. Social deviates are punished.

A somewhat different perspective of offenders has been evolving in very recent years, one similar to that which has formed a sound basis for working with the mentally ill.

Social scientists have documented that there are no absolutes in human behavior, i.e. no behavior is defined as good or bad in all societies under all circumstances. In any given society, there are many actions approved for some individuals and disapproved for others, approved at one age but not another, in one place but not another, or in one set of circumstances but not another.

As societies have become more complex, behavior requirements for their members have become more complicated. A normal individual requires years of learning under competent instruction to comprehend what type of conduct is accepted in a given set of circumstances. In addition, he must internalize these prescriptions for behavior so completely that they produce the appropriate socially approved conduct in each unique set of circumstances, even without external controls. All of this presupposes that he has learned how to size up situations realistically.

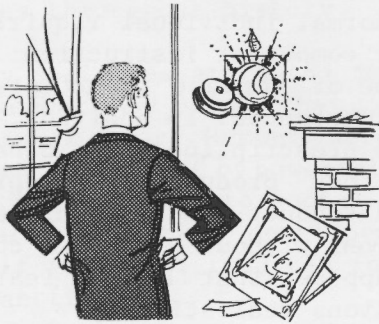
Several teaching methods are used by societies to attempt to develop appropriate behavior. Family training is considered the most important process. Responsible parents attempt to teach moral and legal standards to their children at an early age. The church, school, and other organizations such as the Boy Scouts and Girl Scouts are active in this process but must be reinforced by parents to be effective.

Sometimes these cultural agents are not effective. Some individuals become adults without being able to correctly interpret social situations so their actions are not appropriate. This theory postulates that the social relationship skills of some individuals, including many public offenders, are deficient and are so as a result of their social and psychological pathology.

As indicated, many approaches have been tried to control individual behavior yet each generation has seen an increase in social transgressions. Crime has apparently increased more rapidly than the population.

B. STATEMENT OF THE PROBLEM

The magnitude of the problem in South Carolina is great, as it is throughout the nation. For example, the Federal Bureau of Investigation reported that there were 28,235 offenses committed in the state of South Carolina in 1965. Of this number, there were 65 murders, 226 rapes, 873 robberies, 1,126 aggravated assaults, 12,079 burglaries, 10,020 cases of larceny of \$50 or over, and 3,846 auto thefts. Many other offenses have not been reported. Apparently this was only a minimum estimate.



There were approximately 2,400 inmates in the state's correctional system for adults and 1,000 in the juvenile correctional units according to the last annual report.

At the time the Public Offender Project was initiated, the Department of Corrections included the Central Corrections Institution which was a maximum security prison built well over a hundred years ago, a campus-type minimum security women's institution, two large farms, a pre-release center, and a modern moderate security prison laundry. It was in the process of developing a youthful offender unit on their farm property.

Until a few years prior to the beginning of this project, there had been no concerted effort made to blend the various units into a unified system of corrections. Shortly before the advent of this program the administration of the Department of Corrections embarked

upon a long-range program of construction, inmate classification, and training. The newest innovation was a Pre-Release Center in which inmates spent their last 30 days of incarceration and received instructions regarding problems of community adjustment. The strides made by that agency made it more feasible for Vocational Rehabilitation to consider a cooperative program.

In addition, there are 1000 youngsters in the state's four juvenile correctional institutions under the supervision of the State Board of Juvenile Corrections. That agency was also seeking services for its inmates after their release when plans were made for this project.

The State of South Carolina also has a great number of offenders on probation and parole at any one time. In 1964, the number placed on probation was 4,351 and 283 prisoners were granted parole. Almost 55% of all offenders were placed

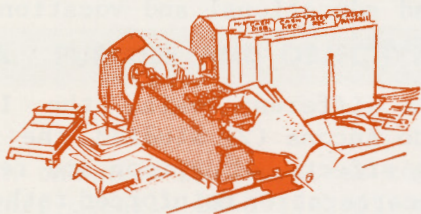


under probation supervision. Almost 34% of all eligible parole cases were paroled. Each state probation and parole officer has an average of more than 200 persons under his supervision, a larger number than is desirable for maximum effectiveness of supervision.

A sizeable number of youth are also placed on probation or parole each year and supervised by Juvenile Probation Officers attached to the Juvenile Court system or the Placement Division of the State Board of Juvenile Corrections. This number varies from year to year and there are not as many officers as needed to provide adequate guidance for the large number of youngsters being served.

The Federal courts place a number of individuals on probation in South Carolina annually. The number on probation

in 1964 was approximately 1,200 and 400 were on parole. It is estimated that almost 400 federal offenders are added annually to the probation and parole program in South Carolina with about 80% being probation cases.



Many of the federal offenders are arrested by Federal Bureau of Investigation or Internal Revenue Service agents for violation of alcoholic statutes or transporting stolen cars across state lines. The Federal Probation and Parole Office is part of the federal judicial system and combines the two functions in one office. Each officer has about 110 offenders under his supervision.

Project Need Established

From preliminary investigations, it was determined that a number of public offenders in the state were eligible for Vocational Rehabilitation services because of their physical, mental, or emotional conditions which constitute an employment handicap.



There was a definite need established to determine if the traditional services of Vocational Rehabilitation would be effective in helping public offenders. The question arose as to what additional or modified services would be necessary. In addition, there was a need to establish an overall philosophy and approach to working with offenders before any large scale program was developed.

Through a series of inter-agency conferences, the need was established for a Vocational Rehabilitation Demonstration Project to provide comprehensive services to a wide variety of offenders. It was also determined that a research program should accompany the project to secure information regarding public offenders and their participation in such a rehabilitation program.

There was a need to see if an effective referral system could be established, to develop a screening system, and to provide a comprehensive range of evaluation and rehabilitation services not available to public offenders before that time. There was a need to study current eligibility requirements in the light of the particular handicaps and needs of this group.



Because of the vast size of the problem and the belief that a team of workers would be necessary for this group, it was felt desirable to select a small area of the state in which to focus efforts during the experimental stage. A plan was devised whereby this project would provide services to both federal probation and parole cases and also serve selected cases from the State Probation and Parole Board as well as a number of offenders being paroled from the state correctional institutions. It was felt that if the demonstration proved successful, the Vocational Rehabilitation Department should provide similar services for public offenders throughout the state.

C. REVIEW OF THE LITERATURE

A review of the literature did not reveal a comprehensive approach to the rehabilitation of public offenders. Nevertheless, selected articles and books provide insights which may be incorporated into a sound program for persons who have violated society's legal statutes.

Zivan, et al (25) studied the process of rehabilitating institutionalized delinquent male adolescents and concluded that special vocational rehabilitation needs of this population group must be recognized in order to deal with them effectively.

A considerable portion of the literature is psychologically oriented. Rowley and Stone (19), as an example, administered the MMPI to 60 adolescent psychiatric problem cases and 60 known delinquents. The delinquent group scored higher on the psychopathic and the Lie or L scales. Both groups had high K or denial, scores, hypochondriasis, masculine-feminine, and schizophrenic scores. Other investigators, such as Siebert (21) found that intelligence scores were below normal. He found that IQ scores of delinquents averaged 91.4.

Mary Woodward (24) found that low intelligence plays little or no part in delinquency causation. She concluded that low IQ's among delinquents are a product of cultural factors that adversely affect their test scores. She found that delinquency is often associated with delayed maturation. She felt that the personality test used did not distinguish the criminal from the non-criminal. On the other hand, Schuessler and Caessey (20) reported that patients whose MMPI profile resembled those of the neurotically depressed, hypochondriacal, or psychasthenic were less prone to become delinquent than those whose profile was similar to the psychotic and the psychopathic.

Kelly and Veldman (15) worked with delinquent school drop-outs and concluded that this deviant group of drop-outs had more impulsivity than non-delinquent drop-outs. A five-year study by Mandel, et al (18) of 446 public offenders showed that first offenders and recidivists both had educational and vocational deficiencies.

In a different vein, the Italian Leonardo Ancona (2) studied the degenerating effects of prison and reported that incarceration reinforced rather than weakened the incidence of criminal behavior. Kunkeler (16) found that individual confinement, compared to communal type, led to a weakening of an individual's egocentricity with increased fantasy living. He also found that communal detention resulted in a general deterioration of an individual's social behavior.

Taft and England (22) attempted to develop some basic concepts of criminal behavior. They expressed a social viewpoint toward crime. They felt that injurious acts are defined by each social group's moral systems. They concluded that the definition of what constitutes crime "is a by-product of values, norms, and attitudes which most of us accept as a normal feature of our way of life."

According to Schuessler and Caessey (20), criminals are quite like non-criminals: in two respects: Criminals are not alone in behaving anti-socially and much of their behavior is conventional and law-abiding. They concluded that the policy in America is to meet criminal problems by severe penalties.

Abrahamsen (1) postulated that "The child becomes socially adjusted through his inter-actions with the family group. The family is the first training institution. A child's values, attitudes, motivations, and perception of life are related to the family status."

Numbers refer to references listed in the Bibliography, page 47.

Chapter 2

METHODOLOGY

A. PURPOSE AND OBJECTIVES

With the need for services to public offenders clearly established, a three year Demonstration and Research Project was initiated in 1964 to delineate feasible dimensions of a sound rehabilitation program.

The primary purpose was to discover what policies, program innovations, therapeutic procedures, personnel, and "atmospheric conditions" are necessary to successfully serve them. One objective was to see if traditional rehabilitation services could be mobilized for this type of client and to explore the need to modify or supplement these services. A more fundamental purpose was to explore the nature of this type of client and identify characteristics significantly related to participation and success in a rehabilitation program.

Finally the program was designed to explore techniques of working with the judicial, correctional, and police systems of the state.

B. PERSONNEL

The project staff consisted of the facility coordinator, a full-time counselor, a social worker, and two secretaries. Several part-time consultants were employed on a fee basis. A psychiatrist, clinical psychologist, sociologist, and statistician (all at the doctoral level) served a half-day each week.

C. ADMINISTRATION

Three levels of administration were developed to assure the program's orderly functioning. Day-to-day operations were the responsibility of the project coordinator. He was aided in this task by his staff and consultants, consisting of a psychiatrist, sociologist, psychologist, and representatives from cooperating agencies. This group met weekly to establish operational policies and procedures and to staff selected clients.

A high level advisory committee met semi-annually to review progress, establish guidelines, and clarify interagency relationships. This group included administrators of the Department of Corrections, Probation and Parole Board, and the Vocational Rehabilitation Department in addition to project consultants.

As this program was an integral part of the overall Vocational Rehabilitation program it was supervised by the agency's Field Supervisor and by the Supervisor of Workshops and Facilities.

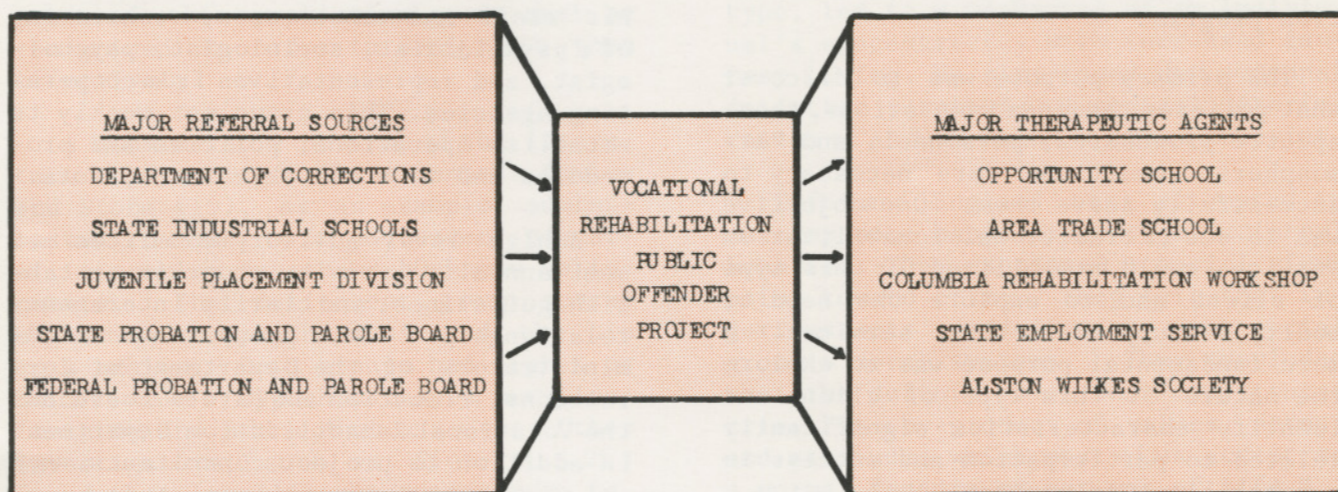
D. OPERATIONS

The project had its own identifiable suite of offices, operational budget, and case service funds. Casework procedures, records, forms, and other normal operations were basically identical to those of the regular field program. The research aspect of the program made only minor demands on the service phase.

E. SCOPE

A team of rehabilitation workers was employed to serve all public offenders released into the two-county metropolitan area which includes the capitol city and the state's major correctional institutions. An aggressive program was launched to obtain referrals from all correctional, probation, and parole agencies serving both federal and state offenders. There was no effort made to screen out any referrals.

Data regarding the first 625 offenders referred to the project staff were analyzed for this report although nearly double this number were referred during the three years. Of this 625 referrals, 413 accepted service, 232 continued to participate throughout the program, and 160 were successfully rehabilitated.



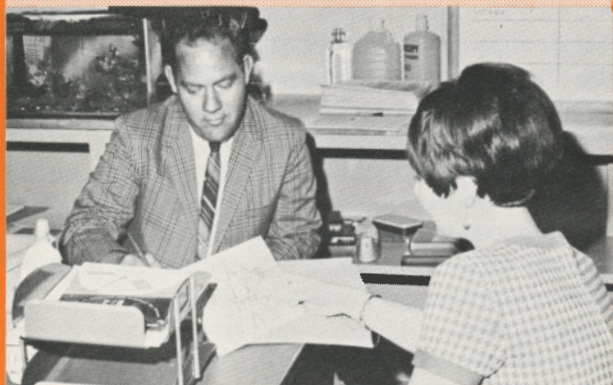
F. RESEARCH DESIGN

The major research objective of this program was to discover factors which determined or at least had a positive correlation with successful rehabilitation. As active participation in any service program is considered fundamental to a client's success in it, an attempt was also made to determine factors which tended to differentiate clients who accepted service and actively participated in the rehabilitation process from those who rejected service.

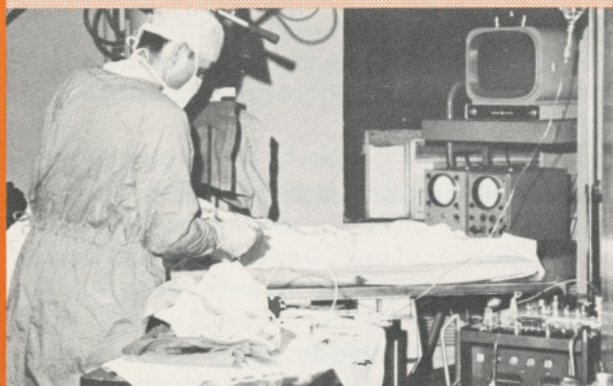
Data regarding the first 625 offenders referred to the project staff were analyzed for this report although nearly double this number were referred during the three year period. Of this 625 referrals, 413 accepted service, 232 continued to participate throughout the program, and 160 were successfully rehabilitated. Additional follow-up information was obtained regarding the vocational adjustment of the first 112 project clients rehabilitated.



The Social Worker Counseled Young Clients



Psychologists Evaluated Each Offender



Standard Medical Services Were Provided



The Staff Reviewed Client Progress Weekly

Casework procedures, records, forms, and other normal data gathering procedures were identical with those of the regular field program. A set of three data collection forms were devised to use for recording additional information on (1) all referrals, (2) all clients accepting service, and (3) all clients completing the service program. Data were transferred to IBM cards for data processing.

Several types of variables were examined. The first group of variables analyzed reflect the influence of class variables such as age, race, sex, education, and vocational level on clients' participation and success. They also provide a general description of referrals and the group of clients served.

A second group of variables was examined to determine whether the nature or severity of offenses committed influenced rehabilitation. Analyses were made of prior convictions, length of prison or probation term, severity and type of crime, and legal jurisdiction.

The influence of home and family conditions on rehabilitation of public offenders was also explored. Variables examined include marital status, dependents, type of parental family influences, home authority patterns, and social class.

An inventory was then taken of the range of medical, psychiatric, and psychological diagnostic services provided clients as a means of determining needs and building a body of knowledge about them. Training, counseling, physical restoration, equipment and supplies, and other services are summarized.

Finally, follow-up information regarding successfully rehabilitated clients is provided which indicates their attitudes toward their jobs, relationships with co-workers, and their productivity as evaluated by their employers.

G. THE SERVICE PROGRAM

The complete program of services is too complex to set forth in its entirety but four major aspects will be reviewed. This summary includes a word on each of the main referral sources, a brief description of the casework process, the role played by agencies and facilities providing services to clients, and the part played by each member of the project staff.

MAJOR REFERRAL SOURCES

Board of Juvenile Corrections

Juveniles were referred by the Juvenile Courts, the State Schools and the placement Division of the State Board of Juvenile Corrections. All cases were assigned to the social worker who also had the role of counseling these clients. Referrals were accepted prior to a court hearing, at the hearing, or any time during the probation period. Constant communication was maintained between the project staff and court officials.

These individuals, who ranged in age from fourteen to seventeen, were given a complete evaluation. Evaluation results and plans were reported to the judge who tended to incorporate them into his decision.

Juveniles who were institutionalized were referred to the project as they approached their release date. Diagnostic procedures were completed prior to their parole.

Federal Probation and Parole

The Federal officers submitted a copy of the pre-sentence report when they referred cases to the project. They tended to emphasize the importance of rehabilitation services in a vigorous fashion

to the clients. While the officers kept in close contact with the project staff and carefully prepared their people to accept services, the actual number of Federal referrals were fewer than all other sources.

State Probation and Parole

While it was recognized that the best method of offering services to offenders placed on probation was to be present at the final court hearing, lack of personnel precluded this procedure. Instead, the counselor contacted a client after receiving a copy of the court decision from the probation officer.

While no prior screening devices were used, special emphasis was made to encourage the youthful offender to participate in the program.

The Parole Board ruled that participation in the rehabilitation program would serve as a substitute for the employment normally required for parole. A number of parole applicants were referred by the institution officer.

Department of Corrections

The Corrections Department referred cases from both their pre-release center and the Women's Correctional Institution. Male inmates who were scheduled for release were transferred to the pre-release center where they received civilian life indoctrination. The Project Coordinator contributed a sizeable fraction of his time in offering services to the inmates at the pre-release center and to the releasees from the women's correctional unit. Prospective clients were given vocational, medical, and psychological workups during their residence at these units. As the original complexion of the program changed under the impetus of a permanent rehabilitation staff stationed at the center, the project supervisor coordinated the service program there with the research project.

State Employment Service

A working arrangement was established with the Youth Opportunity Center of the State Employment Service so that any applicant with a history of antisocial behavior could be referred for rehabilitation services. Both agencies pooled information and services and thereby tended to increase the probability of successfully rehabilitating this group of offenders.

The Public Defender Agency and Private Attorneys

A number of indigent and other persons accused of crimes were referred to the project by the salaried public offenders and privately employed attorneys. Most of the offenders referred by the private attorneys were free under bond. They were given the complete standardized vocational evaluation that culminated in definitive planning. Indigent persons were usually confined to the county jail which limited the evaluation procedure to vocational, psychological, and psychiatric diagnoses.

The courts also referred cases to the project and at times made this a condition of probation.

THE CASE WORK PROCESS

The client was initially interviewed by the secretary who completed required forms, arranged for appointments with medical, psychological, and other professional workers. He was then assigned to the counselor. The first interview was multifaceted. The voluntary nature of the program and the essential difference between institutions and the project were emphasized. Participation in the program was controlled by the client; no selection criteria were used by the project. Self determination without coercion was the basic foundation of the counseling procedure.

Both the counselor and the client engaged in a struggle to manipulate each other. The client used manipulative methods that were previously successful in his relationships with other institutions and authorities. His counselor was aware of his manipulative techniques and used them in developing his relationship. Both environmental and psychological manipulation were utilized. Reality needs such as food, shelter, and clothes were identified. Temporary support arrangements were made to alleviate immediate economic problems. Social problems that threatened the counseling and service program were handled by the social worker.

The client tended to view services as a means to obtain immediate materialistic desires with little concept of long range benefits. Nevertheless both the counselor and the client perceived some benefit from the relationship.

Routinized medical examinations revealed many previously undiagnosed and untreated organic conditions that required specialized treatment. Physical restoration services were required in a sizeable fraction of the cases.

Psychological services which included vocational, personality, intelligence, and social assessment were arranged for each client. Several part time consulting psychologists were employed to interview and administer a series of tests to each project participant. After examining each client, the psychologist synthesized his objective and subjective findings into a summary report.

Each client and his family was interviewed by the social worker who attempted to prevent additional social disorganization. Other social agencies were canvassed both to attempt to obtain additional information as well as to coordinate required social services. Both the social worker and the counselor engaged in a counseling relationship with the client. Each worker served a different role and apparently optimized services.

The social worker had primary counseling responsibility for juvenile and female offenders.

Each client was interviewed by the consulting psychiatrist after all other professional workers had completed their evaluation. Both the psychiatrist and the psychologist had constant communications with the full time professional staff in developing the service program for each client. All the professional workers including representatives from other agencies met weekly in a staff meeting in order to formulate plans for each client.

The sociologist met with the staff, serving both as a resource person and as an observer for the entire program.

ROLES OF SERVICE AGENCIES AND FACILITIES

The boundary between diagnostic and treatment services was diffused. Clients were placed into some type of activity as soon as possible. Placing them into a meaningful setting stimulated their interest and also provided a place in which their ability to function could be observed. The information obtained through observation during this evaluation phase was found to be essential in formulating sound service plans. A number of agencies attempted to assist clients by providing personal adjustment and training services. Primary emphasis was placed on social and psychological stabilization. Skill training was a secondary goal.

The South Carolina Opportunity School

The Opportunity School, which is a residential academically oriented state operated school with its primary purpose to complete the education of "drop outs", offered the best facility for personal and social adjustment for the juvenile

offender. It was especially effective in stabilizing the female juvenile offender whose educational life had been interrupted. The curriculum was catered to individual needs and satisfied the academic pre-requisite for vocational training.

Manpower Training Programs

Manpower Training Programs, which offered trade training for the under-privileged, under-educated, and unskilled, was a major service resource. Clients, after careful evaluation by the project staff, were referred for matriculation to the State Employment Office which has recruitment responsibility. The practical aspect of the training served as a semi-structured job laboratory which enabled the client not only to learn a marketable skill but also improved his capabilities to socially function in a normal industrial setting. It improved his ability to cope with normal degrees of frustration, hostility, and stresses found in most industrial settings.

Area Trade School

The Area Trade School, a state operated residential training facility, accepted a number of the project clients. Although the school normally accepted new students only at the beginning of a quarter, a special arrangement was made to place project clients into a classroom at any time. These "special students" were afforded the opportunity to try out different trades before deciding on a specific course. This gave them a chance to test out their vocational interests prior to actually entering into a course. This was particularly helpful for those who did not have well defined interests. Aside from the tangible value of training, the school seemed to have an atmosphere which provided an intangible service to offenders in their transition from institution to civilian life.

Rehabilitation Workshop

The project staff utilized the workshop as a center for observing and stabilizing clients. It also served as a replica of an industrial setting but one which does not have such severe penalties for socially and vocationally deficient conduct. The workshop staff was quite tolerant of personality deficiencies and did not react with hostility toward the clients.

Technical Education Centers

A few clients with the necessary educational pre-requisites entered the Technical Education Center. With very few exceptions, however, clients did not have the personality stability to accept the academic discipline required for completion. These schools did not offer any personal adjustment training for clients.

University and Business Colleges

Very few project clients were qualified for admission to the University or one of the local business colleges. A few clients entered the University but none remained more than one or two semesters. Failure seemed to be related to their inability to accept the rigorous academic self-discipline necessary in college life.

Barber and Beauty Schools

Barber and Beauty Schools were the most successful training programs for public offenders. Almost invariably all trainees completed these courses and were successfully placed in competitive jobs. Apparently the basic sociopathy configuration correlated with the vocational requirements of these service occupations.

Physical Restoration Services

A number of clients required major physical restoration services of all types. Dental repair and correction of visual errors were major requirements.

STAFF ROLES

Facility Coordinator

The facility coordinator had the overall supervisory responsibility of the public offender project. With the assistance of consultants, he developed a philosophical base for the project and also assumed the responsibility for the research methodology. The coordinator made all the initial contacts with the cooperating facilities and state agencies. He assumed all the administrative and budgetary responsibilities. The facility coordinator had the direct liaison responsibility with the other sections of the South Carolina Department of Vocational Rehabilitation. He was directly responsible to the supervisor of the Workshops and Facilities Section.

The coordinator had direct supervision of all personnel. He recruited, with permission and consent of his supervisor, all professional and non-professional people. In addition, he assumed responsibility for obtaining and supervising psychological and psychiatric services for the project. He developed a working level and intellectual or philosophical relationship with all consultants. The coordinator worked especially close with the sociologist to develop an understanding of the interrelationships of people and systems. The facility coordinator also assumed responsibility for all reports.

Psychologist

The psychologist had the responsibility to program a standard test battery that was administered to all the clients. He determined what paper and pencil tests should be administered to an individual. In addition, the psychologist was responsible for administering individual intelligence tests, interest inventories, projective tests, and other clinical instruments. He synthesized the results of the group aptitude tests, the individually administered clinical instruments, and the clinical interview into a written narrative report.

His written report included a description of the client's background, his vocational and educational history, as well as an interpretation of intelligence, scholastic achievement, personality, and vocational data. The psychologist, in his written and verbal report, interpreted the results of his clinical interview as well as always giving a professional personality diagnosis with definitive vocational, educational and counseling recommendations. He also conducted group therapy sessions at the pre-release center.

Psychiatrist The psychiatrist conducted interviews with the public offender in order to understand personality dynamics, complete a diagnosis, and give a recommendation or prescription for possible psychiatric treatment. He assisted the counselor and the social worker in developing a counseling program for each of the clients. The psychiatrist reviewed the findings of the counselor, social worker, and the psychologist and correlated them in his written report and his verbal report to the staff conference.

The psychiatrist served as a resource person for the other professional people and attended all staff meetings.

Social Worker The social worker assigned to the public offender project had the responsibility of investigating the client's family and social history. She interviewed both the client and his family. Home visits were made in as many cases as time and conditions would permit.

She had full liaison responsibility for working with all private and public social agencies as well as working closely with the state school for girls. She developed a very close working relationship with the Richland County and Lexington County Juvenile Courts and with the Placement Division of the Board of Juvenile Corrections.

In addition to her usual social work activities, she had primary counseling responsibility for all female juveniles, many of the youthful male offenders, and the older female offenders who related best to a female counselor.

The social worker worked closely with parents and mates of public offenders who had experienced familial and social difficulties.

Rehabilitation Counselor The Vocational Rehabilitation counselor assigned to the Public Offender Project had complete casework responsibility for all clients. He carried out the full rehabilitation process in the same manner as any other counselor. The counselor assumed casework budget responsibility, coordinated casework with other counselors and developed a counseling relationship with clients. He assisted the coordinator in establishing and maintaining relationships with the workshop and other training facilities. He also kept in contact with correctional agencies referring clients to the project.

Sociologist The sociologist served initially to develop the research design of this program prior to its approval by the Vocational Rehabilitation Administration. He attended all staff conferences and called upon his experience teaching criminology and social psychology to aid the staff in his role as consultant. He consulted with the social worker on casework techniques suitable for the public offender. The sociologist helped formulate administrative procedures. He collaborated with the facility coordinator in writing the final report and recommendations.

Research Consultant The research consultant, together with the facility coordinator and the sociologist, developed part of the data collection system. He set up a phase of the research design methodology. The consultant completed all the statistical analyses as well as operating the computer.

Early in the design of this project, a plan was devised to encourage a wide range of referrals from a variety of sources. All referred offenders were to be actively encouraged to participate.

The major research objective was to discover factors which determined or at least were positively correlated with successful rehabilitation. Successful rehabilitation was defined as a condition --a stage when a disabled client has made a better social and vocational adjustment than he was making at the time he was referred to the rehabilitation agency. This implied that negative factors which had prevented or interfered with an acceptable vocational and social life had been compensated for or neutralized through rehabilitation services.

A client was listed as successfully rehabilitated only when the counselor, after a period of supervision, felt that he was satisfactorily employed in a stable vocational setting. The period of employment was not used as the main criterion. Successful employment required that the client refrain from social or criminal activity which resulted in arrest, conviction, and reincarceration. It did not require that he act in a perfectly lawful or socially conforming mode but only that he did not flagrantly insult social mores to such an extent that social sanctions were invoked.

Reasons for failures are myriad but they were felt to stem collectively from two major factors--from class factors and from the individual's unique personality characteristics. Class factors were defined as variables such as age, sex, education, prison experiences and parole experiences which may have a measurable effect on a group of people in determining their response to any given

program. Unique personality factors were defined as the intellectual, physiological, and psycho-social characteristics which may affect an individual's reaction to an external experience. These factors may be operating at the conscious or unconscious levels to influence a client's participation or success.

Participation as a client was considered basic to an offender's successful experience with the program. An attempt was made to analyze all factors that might tend to differentiate clients who accepted services and actively participated in the rehabilitation program from those who rejected services.

A GENERAL DESCRIPTION



In addition to identifying factors related to participation and success, the research effort has resulted in a demographic description of project clients. The first group of variables analyzed reflect the influence of class variables such as age, race, sex, education, and vocational level on clients' participation and success.

Age

Public offenders referred to the project tended to be youthful but not juvenile. The mean age of all referrals was in the mid-twenties. A difference in age existed between individuals who actively participated in the project and those who declined services (Table 1).

The mean age of participants was 24.53 years while referrals who failed to participate were a little older and averaged 26.47 years of age. The difference was statistically significant at the .05 level of confidence. Apparently younger offenders tended to find services from Vocational Rehabilitation more attractive than did older offenders.

TABLE 1

REFERRAL AGE IN RELATION TO PARTICIPATION	
Mean Age of Clients Participating	24.53
Standard Deviation	.43
Mean Age of Referrals Not Participating	26.47
Standard Deviation	.81
Difference	1.94
Standard Deviation of Differences	.92
Probability = $<.05$ SIGNIFICANT	
N = 625	

For the 232 clients who decided to participate in the program, age was not a factor that determined rehabilitation success (Table 2). The age difference between the successful and unsuccessful groups was not statistically significant.

TABLE 2

AGE IN RELATION TO SUCCESS OF REHABILITATION	
Mean Age of Successful Clients	24.60
Standard Deviation	.75
Mean Age of Unsuccessful Clients	23.51
Standard Deviation	.82
NOT SIGNIFICANT	
N = 232	

The mean age of successful clients was 24.60 while unsuccessful individuals had a mean of 23.51 years. While the difference in ages may have been due to chance, it is interesting that the successful client was about a year older than the unsuccessful client. A maturation factor may be involved but these data do not prove it.

TABLE 3

RACE IN RELATION TO PARTICIPATION		
Race of Clients Referred	White	Negro
Number Participating	293	120
Number Declining Service	111	101
Total Number Referred	404	221
Percent of All Referrals	64.4	35.6
Probability = $<.01$ SIGNIFICANT		
N = 625		

Race

Of the 625 referrals, 404 (64.4%) were white and 221 (35.6%) were non-white (Table 3). All of the non-white individuals were Negroes. This ratio closely approximates the state's racial distribution according to the 1960 census. This means that the Negro offender had an opportunity to participate in the program equal to that of white offenders. No racial screening factor existed among the various referral agencies which tended to prevent Negroes from participating in the rehabilitation process.

Yet a disproportionate number of Negroes who were referred to the project declined to participate in the service program. Of the 221 non-white referrals, 101 declined services as compared with 111 of the 404 white referrals. Negro offenders, for unknown reasons, apparently did not feel that they could benefit from rehabilitation services.

Sex

As indicated in Table 4, more than six times as many male offenders were referred to the project as women. Eighty-five percent of all referrals were men. This male predominance reflects the state's police and judicial systems. There are only about 100 women detained in the institutions operated by the Department of Corrections out of approximately 2,400 inmates. There are about 200 girls in the state industrial schools as compared to nearly 800 males.

TABLE 4

SEX OF OFFENDERS IN RELATION TO PARTICIPATION		
Sex of Offenders Referred	Male	Female
Number Participating	350	63
Number Declining Service	187	25
Total Number Referred	537	88
Percent of All Referrals	85	15
Percent of Each Sex Accepting Service	65	72
NOT SIGNIFICANT		
N = 625		

Sixty-five percent of males accepted rehabilitation services while 72% of the females agreed to participate. Sex differences between those who accepted or rejected services were not significant.

TABLE 5

SEX IN RELATION TO SUCCESS OF REHABILITATION		
Sex of Clients	Male	Female
Number of Successful Clients	127	33
Number of Unsuccessful Clients	66	6
Total Number of Clients	193	39
Percent of Each Sex Successful	66	84
Probability =	<.05	SIGNIFICANT
N = 232		

Most offenders accepting service were males (Table 5). Yet, only 66% of all male clients successfully completed the program while eighty-four percent of the female clients followed the program on through to a successful conclusion. This difference was significant at the .05 level of confidence. Differences in success rates may be related to personality differences between males and females. Female offenders may tend to be more dependent, more conforming, and more accepting than male offenders.

Age at Conviction

Offenders who accepted services were, on the average, a year younger at the

TABLE 6

AGE AT PRESENT CONVICTION IN RELATION TO PARTICIPATION	
Mean Age of Clients Participating	22.78
Standard Deviation	.44
Mean Age of Referrals Not Participating	24.05
Standard Deviation	.82
Difference	1.27
NOT SIGNIFICANT	
N = 625	

time of their present conviction than those declining but the difference was not statistically significant (Table 6). The average age of offenders at the time they accepted services was 22.78 years while the mean age of offenders who refused services was 24.05. Both the older and younger clients received approximately the same length of sentence at the time of their conviction. Almost no difference in age at conviction existed between clients who succeeded or failed in the rehabilitation process (Table 7).

TABLE 7

AGE AT PRESENT CONVICTION IN RELATION TO SUCCESS OF REHABILITATION	
Mean Age of Successful Clients	21.99
Standard Deviation	.78
Mean Age of Unsuccessful Clients	21.69
Standard Deviation	.77
Difference	.30
NOT SIGNIFICANT	
N = 232	

Grade Achievement

School achievement was not found to be a significant factor in differentiating between offenders who accepted service and those who declined. The average client who accepted services was only

slightly better educated and completed 8.86 grades as compared with 8.32 grades for those who refused service (Table 8).

TABLE 8

GRADE ACHIEVEMENT IN RELATION TO PARTICIPATION	
Mean Grade Achievement of Clients Participating	8.86
Standard Deviation	.24
Mean Grade Achievement of Referrals Not Participating	8.32
Standard Deviation	.20
Difference	.54
NOT SIGNIFICANT	
N = 625	

Nor was school achievement significantly related to success in the rehabilitation program (Table 9).

TABLE 9

GRADE ACHIEVEMENT IN RELATION TO SUCCESS OF REHABILITATION	
Mean Grade Achievement of Successful Clients	9.11
Standard Deviation	.22
Mean Grade Achievement of Unsuccessful Clients	9.04
Standard Deviation	.22
Difference	.07
NOT SIGNIFICANT	
N = 232	

TABLE 10

SCHOOL COMPLETED BY PERSONS 25 YEARS AND OVER
IN THE U.S. AND SOUTH CAROLINA - 1960

Median School Years Completed					
Unit	Total	Male	Female	White	Non-White
U.S.	10.6	10.3	10.9	10.9	8.2
S.C.	8.7	8.4	9.1	10.3	5.9
Statistical Abstracts of United States - 1966					

According to the United States Census of 1960, the median number of school years completed in the United States for all classes was 10.6. South Carolina citizens over 25 years of age completed an average of 8.7 grades. The average white individual completed 10.3 grades while the average for non-whites was 5.9 grades. Public offenders who participated in the rehabilitation program had a school grade attainment comparable to the South Carolina average but below the national average.

TABLE 11

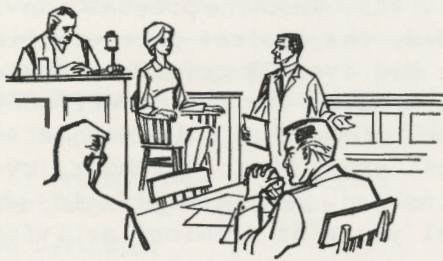
VOCATIONAL LEVEL OF PROJECT CLIENTS	
Vocational Level	Percent
Professional	3
Clerical	1
Skilled	7
Semi-Skilled	8
Unskilled	81
N = 232	

Vocational Level

Offenders were assigned a vocational level classification by the counselor after an examination of their work history (Table 11). The clerical classification was used when an individual had a desk type white collar job. Skilled and semi-skilled ratings were used to indicate craftsman level proficiency. All individuals without a craft who were neither clerically nor professionally trained were assigned to the unskilled vocational classification.

Eighty-one percent of the 232 offenders were assigned to the unskilled vocational classification. Only 3% were professional, 1% fell in the clerical column, and 15% were skilled or semi-skilled. Failure to obtain a skilled job or white collar position was usually related to educational deficiency. Most of the offenders had completed only the eighth grade.

NATURE OF OFFENSES



Throughout the literature one finds the suggestion that persons committing certain types of crimes might be more

amenable to rehabilitation than others. Authorities have categorized criminal activity in a variety of ways. An effort was made to determine the relationship between participation in this project and the types of offenses committed by individuals referred into the program.

In addition to examining variables which may have a relationship to acceptance of rehabilitation services, the analyses made in this section of the study provide an indication of the wide variety of individuals with which the project staff worked during the past three years.

TABLE 12

REFERRAL SOURCE IN RELATION TO PARTICIPATION						
Referral Source	Number Referred	Number Accepting	Number Declining	Percent Of All Referrals	Percent From Each Source Accepting	Probability Of Participating
Corrections Department	281	224	57	46	79	<.01 SIGNIFICANT
State Probation	244	113	131	39	47	
State Parole	40	28	12	6	70	<.01 SIGNIFICANT
Detention Centers	11	7	4	1	63	Sample Too Small
Recorders Court	0	0	0	0	0	Sample Too Small
Circuit Court	2	2	0	.2	100	Sample Too Small
Federal Probation	42	35	7	7	83	<.01 SIGNIFICANT
Federal Parole	3	2	1	.3	67	Sample Too Small
Federal District Court	2	2	0	.2	100	Sample Too Small

N = 625

Referral Sources

An analysis was made to see whether referral source could be considered a significant variable in determining whether individuals referred actually accepted rehabilitation services (Table 12).

Federal Probation and Parole Officers referred only 45 offenders out of the 625 referrals, about 7% of the total number. This suggests that federal correctional programs will not be the source of any great number of offenders needing vocational rehabilitation services. On the other hand, a larger proportion (83%) of federal probationers referred to the project accepted service and participated in the program than any other group.

Of the 625 referrals, 525 or 85% were referred to the project by the State Department of Corrections and the state probation program. Almost 80% of released inmates referred from the South Carolina Department of Corrections accepted project services while only 47% of state probationers agreed to participate in the program. The difference is significant at the .01 level of confidence.

Several factors may be operating to account for the disproportionate number of referrals from the Department of Corrections who accepted services. The project staff tended to place emphasis on working with offenders from the

Department of Corrections at the expense of referrals from the state probation agency and courts. This may be due partially to the intense interest of the Director of the Department of Corrections.

In addition, all inmates at the Department of Corrections Pre-release Center who planned to live in the project area were interviewed 30 days prior to their release. Unfortunately, the project did not have sufficient personnel to allow initial contacts with probationers immediately after they were sentenced by the court. Several days to several weeks elapsed before the project counselor was able to contact an individual after he was placed on probation. The difference in the participation rate of individuals referred by the various agencies suggests that a prospective client must be contacted before he is released from an institution or immediately after he is placed on probation by the court.

Prior Convictions

There was a significant difference in the number of previous convictions between groups of offenders who elected to participate and those who refused (Table 13). The group of participating clients had a mean of 1.62 previous convictions while the mean number was 2.41 for offenders who refused service. Significance was at the .05 level.

TABLE 13

NUMBER OF PRIOR CONVICTIONS IN RELATION TO PARTICIPATION	
Number of Prior Convictions of Clients Participating	1.62
Standard Deviation	.14
Number of Prior Convictions of Referrals Not Participating	2.41
Standard Deviation	.31
Difference	.79
Probability = <.05	SIGNIFICANT
N = 625	

Clients who had fewer convictions were therefore more inclined to accept services but both population groups were recidivists. When the present conviction is added, the typical participating offender had over 2½ criminal convictions to his credit. The public offender population served in this project cannot be considered first offender juveniles but instead were individuals who had several years of criminal activity.

There was no statistically significant relationship found between the number of prior convictions and success or failure in the rehabilitation program (Table 14). The average successful offender had 1.55 previous convictions however and the unsuccessful client had 2.14.

TABLE 14

NUMBER OF PRIOR CONVICTIONS IN RELATION TO SUCCESS OF REHABILITATION	
Number of Prior Convictions of Successful Clients	1.55
Standard Deviation	.23
Number of Prior Convictions of Unsuccessful Clients	2.14
Standard Deviation	.31
Difference	.59
NOT SIGNIFICANT	
N = 232	

Length of Prison Term

The length of incarceration in a correctional institution was found to be inversely related to an individual's chances of accepting rehabilitation services and actively participating in the program (Table 15). The average present sentence of offenders who accepted rehabilitation services was 13.50 months while inmates who rejected services had served an average of 17.51 months. This was significant at the .05 level.

The reason for this difference is a matter of conjecture. It may be related to a prison community's psycho-social

TABLE 15

LENGTH OF PRISON TERM IN RELATION TO PARTICIPATION	
Length of Present Term of Clients Participating - In Months	13.50
Standard Deviation	1.12
Length of Present Term of Referrals Not Participating - In Months	17.51
Standard Deviation	1.63
Difference - In Months	4.01
Probability = $<.05$	SIGNIFICANT
N = 625	

structure. Prison experience may tend to be detrimental to an individual's vocational and social ambitions, drives, and adjustment capability. Isolation from the outside community may inhibit his capacity to accept community-oriented rehabilitation services. On the other hand, the increased length of prison sentence could be a function of severity of criminal behavior and represent a more malignant psychopathology. This in turn could be related to participation. These are only conjectures yet the results suggest that the shorter term prisoner tends to be a more willing candidate for rehabilitation services. They also suggest that in any large scale cooperative correctional rehabilitation program, emphasis should be placed on the short term prisoner rather than on inmates who serve lengthy prison sentences.

TABLE 16

LENGTH OF PRISON TERM IN RELATION TO SUCCESS OF REHABILITATION	
Length of Present Term of Successful Clients - In Months	15.62
Standard Deviation	1.72
Length of Present Term of Unsuccessful Clients - In Months	16.56
Standard Deviation	3.21
Difference - In Months	.94
	NOT SIGNIFICANT
N = 232	

The length of the prison term presently being served does not pass the statistical test as a variable for predicting rehabilitation success after an offender agrees to participate in the program (Table 16). Nevertheless, prisoners with fewer months of incarceration had a tendency to succeed at a greater rate than did prisoners who served a longer period of time. Successful clients served an average of 15.62 months while unsuccessful offenders served an average of 16.56 months. While the difference was not statistically significant, an inverse relationship was found between length of incarceration and a person's social and vocational readjustment.

Probation or Parole Term

The period under probation or parole supervision was examined to discover if it was a determinant of an offender's acceptance or rejection of service as well as a prognosticator of successful rehabilitation. Table 17 indicates that, while there was no significant difference between the two groups, the average number of months of supervision for offenders who accepted services was 20.88 compared to 23.35 months for those who refused to participate in the program.

TABLE 17

PROBATION OR PAROLE TERM IN RELATION TO PARTICIPATION	
Length of Present Term of Clients Participating - In Months	20.88
Standard Deviation	1.01
Length of Present Term of Referrals Not Participating - In Months	23.35
Standard Deviation	3.14
Difference	2.46
	NOT SIGNIFICANT
N = 625	

Information contained in Table 18 indicates that supervision is positively related to rehabilitation success. Longer periods under parole or probation

TABLE 18

PROBATION OR PAROLE TERM IN RELATION TO SUCCESS OF REHABILITATION	
Length of Present Term of Successful Clients - In Months	18.49
Standard Deviation	1.65
Length of Present Term of Unsuccessful Clients - In Months	14.87
Standard Deviation	2.83
Difference	3.62
NOT SIGNIFICANT	
N = 232	

supervision were found to be positively related to clients' chances of successful rehabilitation but this did not pass the chi square test of significance. The mean supervision time in months for successful offenders was 18.49 and was 14.87 for unsuccessful offenders. It seems reasonable to assume that the probation officer's police authority may have influenced these results. Dual counseling, encouragement, and covert pressures by parole or probation supervisors may have tended to encourage unstable offenders to remain in the rehabilitation program.

Severity of the Crime

One method of categorizing crime emphasizes society's definition of severity. As shown in Table 19, most referrals to the project had been convicted of a felony. Felonies are considered serious crimes. Five hundred seventy seven (92%) of the 625 referrals had a felony conviction while only 48 (8%) were convicted of misdemeanors.

Eighty-five percent of the people who were convicted of minor offenses or misdemeanors accepted service while only 64% of the felons chose to participate. The probability that offenders convicted of a minor crime will tend to accept rehabilitation services more readily than offenders who have felony convictions was significant at the .01 level.

TABLE 19

SEVERITY OF CRIME IN RELATION TO PARTICIPATION		
Severity of Crime	Misdemeanor	Felony
Number Participating	41	371
Number Declining Service	7	206
Total Number Referred	48	577
Percent of All Referrals	8	92
Percent with Each Degree of Severity Accepting Service	85	64
Probability =	<.01	
SIGNIFICANT		
N = 625		

Type of Crime

Table 20 indicates that 50% of offenders were convicted of either burglary or robbery, crimes against property. Only 6% were convicted of heinous crimes such as murder, manslaughter, or rape. Auto theft accounted for 6% of referrals and alcoholic offenses 7%.

Two significant relationships were found between acceptance of service and type of criminal activity. Only 30% of the individuals who were convicted of manslaughter found rehabilitation services attractive. As high as 74% of individuals convicted for auto theft chose to participate in the program. Both of these were significant at the .05 level of confidence but the sample was too small to be conclusive. In general, an offender tended to accept or reject rehabilitation services independently of the type of crime that he committed.

Category of Crime

This generalization held true when another system of categorizing crime was used. Four categories of crime were identified. Crime against property was defined as any type of criminal activity in which property was the object. This included stealing, burglary, larceny, and embezzlement. Crime in which a human being was involved was considered a crime against person. This not only included

TABLE 20

TYPE OF CRIME IN RELATION TO PARTICIPATION						
Type of Crime	Number Accepting	Number Declining	Number Referred	Percent of All Referrals	Percent of Each Type Accepting	Probability of Participating
Murder	5	3	8	2	62	<.05 SIGNIFICANT
Rape	7	3	10	2	70	
Manslaughter	4	9	13	2	30	
Robbery	64	30	94	15	68	
Aggravated Assault	24	19	43	6	55	
Burglary	139	74	213	35	65	<.05 SIGNIFICANT
Auto Theft	32	11	43	6	74	
Alcoholic Offense	27	21	48	7	56	
Other	111	42	153	24	72	

N = 625

assaults but also armed robbery and murder. Statutory crimes such as alcohol and tax fraud violations where the government was the injured party were classified as crimes against the state. Selective service violations also fell in this category. Sex crimes were defined as any violation in which a sexual connotation existed. Rape, statutory rape, adultery, homosexuality and prostitution were included in this category.

Fifty-six percent of all offenders referred to the project were convicted

of crimes against property. Only 2% had been sentenced for sexual violations. Driving while intoxicated, operating an elicit alcoholic still and selling whiskey constituted the bulk of cases involved in crimes against the state. Sixteen percent of referrals fell in this category. Alcoholic crimes can be considered more reflective of social intolerance than of criminal activity, per se. No statistically significant difference was found between categories as to the propensity of offenders to accept or reject rehabilitation services.

TABLE 21

CATEGORY OF CRIME IN RELATION TO PARTICIPATION						
Category of Crime	Number Accepting	Number Declining	Number Referred	Percent of All Referrals	Percent From Each Category Accepting	Probability of Participating
Against Property	231	122	353	56	65	Not Significant
Against Persons	93	60	153	24	61	Not Significant
Against State	79	25	104	16	75	Not Significant
Sex Crime	9	6	15	2	60	Not Significant

N = 625

An analysis was made to determine if these categories of crime were related to rehabilitation success or failure (Table 22). An offender who was convicted for a crime against property seemed to have the least probability of success while one committing a crime against the

state had the greatest chance of success. Eighty-two percent of the latter group were successful while only 61% of the offenders convicted for crimes against property completed the rehabilitation program satisfactorily. This difference was found to be significant.

TABLE 22

TYPE OF CRIME IN RELATION TO SUCCESS OF REHABILITATION						
Type of Crime	Number	Successful	Unsuccessful	Percent of All Clients	Percent of Each Type Successful	Probability of Success
Against Property	128	78	48	53	61	<.05 SIGNIFICANT
Against Persons	57	43	14	24	75	
Against State	43	35	8	18	82	<.01 SIGNIFICANT
Sex Crime	4	4	0	1	100	Sample Too Small

N = 232

Judicial Jurisdiction

As indicated in Table 23, only 8% of referrals were convicted of a federal offense. As emphasized previously, it would not be profitable to create a vocational rehabilitation program solely for federal jurisdictional offenders. On the other hand, there was a significant probability at the .05 level that a federal probationer or parolee would participate in the program given an opportunity to do so. One possible explanation of this might be that federal probation and parole officers had far fewer offenders in their case load than did state probation officials. Federal officers may have been more instrumental than state officers in encouraging offenders to participate in the vocational rehabilitation program.

TABLE 23

JUDICIAL JURISDICTION IN RELATION TO PARTICIPATION		
Judicial Jurisdiction	Federal	State
Number Participating	34	376
Number Declining Service	10	205
Total Number Referred	44	581
Percent of All Referrals	8	92
Percent From Each Jurisdiction Accepting Service	77	64
Probability = <.05	SIGNIFICANT	

N = 625

Table 24 reflects the proportion of successfully rehabilitated clients who were referred to the project from each of the two jurisdictional sources--federal and state. Eighty-six percent of clients referred from the federal system who accepted services successfully completed the rehabilitation program. Only 67% of state referred project clients were successfully rehabilitated. This was statistically significant at the .01 level of confidence.

TABLE 24

JUDICIAL JURISDICTION IN RELATION TO SUCCESS OF REHABILITATION		
Judicial Jurisdiction	Federal	State
Number of Successful Clients	19	141
Number of Unsuccessful Clients	3	69
Total Number of Clients	22	210
Percent Successful From Each Jurisdiction	86	67
Probability = <.01	SIGNIFICANT	

N = 232

Referrals from the federal system then, although small in numbers, showed a definite tendency to accept rehabilitation services more readily than did referrals from the state system. In addition, of all persons who entered the program, federal offenders tended to remain in it and had a significantly higher rehabilitation success rate.

HOME AND FAMILY LIFE

A study of each client's home and family history was made to determine which environmental factors might significantly influence an offender's rehabilitation.



Marital Status

An offender's marital status was thought to be a critical variable in determining his rehabilitation potential (Table 25). The data suggests that separated offenders were more apt to seek rehabilitation services than were any others. Eighty-three percent of the separated offenders agreed to accept services. Divorced offenders also had a strong tendency to accept rehabilita-

tion services (77%). Both were significant at the .05 level. Married offenders apparently found the program least attractive with only 56% accepting services. Single persons constituted the largest group of offenders from a numerical standpoint. Although 244 of the 373 single referrals accepted service, this was not as high a proportion as in the separated or divorced groups.

Various hypotheses could be offered to explain these findings. Trauma of recent marital breakup could increase an offender's feelings of inadequacy, his anxiety level, and dependency needs. He may have tended to seek some immediate security by participating in the rehabilitation program. A married offender may not have needed as much outside emotional support. Also, the married person may have felt that he needed immediate employment. The tendency of emphasizing vocational training may have discouraged married offenders from participating in the rehabilitation program.

TABLE 25

MARITAL STATUS IN RELATION TO PARTICIPATION

Marital Status	Number Accepting	Number Declining	Number Referred	Percent of All Referrals	Percent of Each Status Accepting	Probability of Participating
Single	244	131	373	60	64	
Married	69	54	123	19	56	
Divorced	58	17	75	12	77	<.05 SIGNIFICANT
Seperated	36	7	43	7	83	<.05 SIGNIFICANT
Widowed	6	3	9	2	66	Sample Too Small

N = 625

TABLE 26

NUMBER OF CHILDREN IN RELATION TO PARTICIPATION

Number Of Children	Number Accepting	Number Declining	Number Referred	Percent of All Referrals	Percent of Each Status Accepting	Probability of Participating
0	409	153	562	89	74	
1	3	16	19	3	15	
2	1	20	21	4	.05	
3	0	8	8	2	.00	<.01 SIGNIFICANT
4	0	9	9	1	.00	<.01 SIGNIFICANT
5	0	6	6	1	.00	<.01 SIGNIFICANT

N = 625

Number of Dependent Children

Very few of the clients referred to this project had children. It should be kept in mind however that 373 of the 625 referrals were single. Eighty-nine percent had no children. Three percent had one child, 4% had 2 children, 25 had 3 children, and 1% each had 4 and 5 children. Having dependent children was a significant factor in offenders' rejecting rehabilitation services. Seventy-four percent of the clients with no dependents accepted services, only 15% of individuals with 1 child accepted them, and none of the referrals with 3 or more dependents participated.

Early Family Influences

An effort was made to evaluate each client's home and family environment during his pre-puberty and early adolescent life. Families were classified according to type of home authority. The project social worker obtained information directly from the client and through interviews with his family.

As seen in Table 27, 11% of all clients had grown up in a family where the parents had physical or mental disabilities, 11% had severe economic pressures, and 10% had a family history of social or moral conflict or deficiency. Not more than 3% had a familial criminal pattern. The remaining 65% all had significant periods in their early life in which a generally unsatisfactory parent-

TABLE 27

FAMILY TYPE ACCORDING TO COULTER'S SYSTEM		
Family Type	Number	Percent
Family Criminal Pattern	7	3
Unsatisfactory Parent-Child Relations	150	65
Parental Physical or Mental Disability	25	11
Social or Moral Conflict or Deficiency	24	10
Economic Pressures	26	11
N = 232		

child relationship existed.

Family Authority Patterns

When family authority patterns were analyzed, this factor was found to be the most significant family-related variable predicting clients' failure (Table 28). Child dominated families produced the largest proportion of failures in the rehabilitation process but the sample is too small to make conclusive deductions. Mother domination during early life was the next greatest factor significantly related to failure. Unfortunately, 43% of the clients had experienced a mother dominated family environment. Probability of failure was also high among clients reared in the 20% of the households where no one assumed authority. A client who had grown up in a family where the father assumed the authority role had the best chance of success in this rehabilitation program.

TABLE 28

TYPE OF HOME AUTHORITY IN RELATION TO SUCCESS OF REHABILITATION						
Type of Authority	Number of Clients	Successful	Unsuccessful	Percent of All Clients	Percent of Each Type Successful	Probability of Success
Equal Authority	33	25	8	15	78	
Father Authority	41	34	7	17	82	
Mother Authority	100	65	35	43	65	<.05 SIGNIFICANT
Child Dominated	11	4	7	4	36	Sample Too Small
No Family Authority	47	32	15	20	68	<.05 SIGNIFICANT
N = 232						

Social Class

An estimate of each offender's social class was made by the social worker who evaluated his social history and assigned him a high, middle, or low rating (Table 29). No rigorous criteria were used, but judgements were based on the social worker's clinical and professional impressions. These were collaborated by the counselor through interviews with the client and collateral informants.

Sixty-two percent of offenders were

assigned to the low social class; 35% to the middle class; and only 2% to a high social class standing. About 60% of both the low and the high class groups were successful. Eighty-seven percent of the middle class offenders were successfully rehabilitated. The probability of more success for this middle class group was significant at the .05 level. This implies that this rehabilitation program, perhaps like most, was directed toward client's who have middle class values and responses.

TABLE 29

SOCIAL CLASS RATINGS IN RELATION TO SUCCESS OF REHABILITATION						
Class	Number	Successful	Unsuccessful	Percent of All Clients	Percent of Each Class Successful	Probability of Success
High	5	3	2	2	60	<.05 SIGNIFICANT
Middle	83	72	11	35	87	
Low	144	85	59	62	59	

N = 232

DIAGNOSTIC SERVICES

A comprehensive program of medical and psychological assessment was a vital part of the process of rehabilitating public offender clients. Complete knowledge of clients was essential to helping them move through difficult adjustment periods. The standard evaluation consisted of a general medical, psychiatric, psychological, and social worker's evaluation.

Table 30 shows in summary form the number of diagnostic services provided project clients. All 232 offenders had general physical examinations and psychological examinations while 214 had an individual psychiatric evaluation. One hundred seventy-six (75%) had a social evaluation and 59 (25%) were sent to medical specialists. One fourth of the clients were found to have physical disabilities which required evaluation by medical specialists. This seems to be a high rate for a youthful population.

Medical Diagnoses

TABLE 30

DIAGNOSTIC SERVICES PROVIDED		
Diagnostic Service	Number	Percent
General Physical	232	100
Specialist Medical	59	25
Psychiatric	214	92
Social	176	75
Psychological	232	100

N = 232

Seventy-three major medical problems were found among the 232 successfully rehabilitated clients. Twenty-eight percent of all rehabilitants therefore required some type of physical restoration services. Table 31 indicates the wide range of pathological conditions.

The number of medical deficiencies found in this group was somewhat higher than expected. The incidence suggests a poor history of medical care. It is felt that all offenders should be given a current and comprehensive medical re-

view. The results of this study indicate the need for counselors to suspect physical disabilities in a large number

of public offender clients even though they may have been referred primarily as "behavioral" problems.

TABLE 31

MEDICAL DIAGNOSES OF PROJECT CLIENTS					
No.	Diagnosis	No.	Diagnosis	No.	Diagnosis
6	Hypertensive Cardiovascular Disease	1	Urinary Infection	1	Generalized Arteriosclerosis in Arterial Tree of Leg
4	Varicose Veins, Bilateral	1	Syntactylism	1	Pronation, Both Feet with Tight Heel Cords and Secondary Muscle Spasms
4	Asthma	1	Polydactylism	1	Laceration of Right Thumb with Severance of Tendon
3	Idiopathic Epilepsy	1	Obesity	1	Multiple Arthodesis of Finger Joint, Left
3	Blind or Enucleated Left Eye	1	Burned Left Leg	1	High Myopia in Right Eye - Moderate Myopia Left Eye
3	Diabetes Mellitus	1	Prostatitis	1	Old Fracture of L-2 Transverse Process
2	Hernia, Left	1	Mild Kyphosis	1	Arrested Pulmonary Tuberculosis
2	Ulcerated Stomach	1	Lung Drainage	1	Old Osteomyelitis, Left 2/3 and 3/4 Shortening
2	Bursitis, Shoulder	1	Fistula in Ano	1	Compression of L-1 Body
2	Small Baricocele, Left	1	Hyperopia	1	Atrophy of Right Tendon Eminence
2	Astigmatism, Both Eyes	1	Back Injury	1	Shallow Acetabulum on Left
2	Lumbrosacral Facet Syndrome	1	Contusion Low Back		
1	Lordosis and Mild Kyphosis	1	Gall Bladder Disease		
1	Possible Intercranial Aneurysm	1	Old Burned Scar		
1	Plastic Knee Cap, Right Knee	1	Loss of Distal Thumb		
1	3&4 Fingers Permanently Flexed	1	Stiff Painful Knee		
1	Left Arm Crooked at Elbow	1	Chronic Peptic Ulcer		
1	Right Cerebral Lesion	1	Right Leg 1" Short		
1	B. E. Amputation, Wrist	1	Pickwickian Syndrome		
		1	Left Heminopsia		

Psychiatric Diagnoses

Table 32 reflects the psychiatric diagnoses of the 232 participating clients. Many clients demonstrated more than one pathological feature in their personality makeup. The 330 diagnostic conditions were revealed as each client was interviewed at least once by the consulting psychiatrist. The majority of clients had a personality disorder. Only a few were diagnosed as psychotics. Very few exhibited much anxiety or neurosis. A few had organic brain syndrome disorders.

Both Tables 31 and 32 indicate that public offender referrals have a wide range of emotional and physical disorders. Few clients had adequate medical diagnostic or treatment services prior to their participation in the project. Institutional medical records frequently failed to note physical difficulties and provided almost no psychiatric information. Almost no useful medical information was available regarding clients on probation.

TABLE 32

PSYCHIATRIC DIAGNOSES OF PROJECT CLIENTS			
Diagnosis	Number	Percentage	
Adolescent Rebellion	2	.6	
Immature Personality	16	4.9	
Situational Reaction	67	20.3	
Sociopathic Personality	51	15.5	
Personality Disorder	71	21.5	
Passive-Aggressive Personality	15	4.5	
Sexual Deviation	2	.6	
Retarded	56	17.0	
Schizophrenia	9	2.7	
Adjustment Problem	1	.3	
Chronic Brain Syndrome	1	.3	
Inadequate Personality	13	4.0	
Alcoholism	6	1.8	
Organic Deterioration	1	.3	
Behavior Disturbance	5	1.5	
Impulsive Characteristics	1	.3	
Passive-Dependent Personality	4	1.2	
Manic Depressive, Hypomanic Phase	3	.9	
Anxiety Reaction	2	.6	
Schizoid Personality	1	.3	
Narcotic Addiction	1	.3	
Rigid Personality	1	.3	
Psychoneurosis	1	.3	
N = 330			

Insight

A complete psychological battery was administered to each client accepting services. In addition to standardized tests administered by qualified psychologists, other more subjective measurements were made.

As an example, the staff rated each client as to whether he possessed a negative, average, or positive degree of insight (Table 33). The counselor, psychiatrist, social worker, and psychologist pooled their estimates to arrive at a final rating.

Sixty-four percent of the 232 offen-

ders were felt to have negative insight and had little or no understanding of their personality dynamics. Twenty-four percent appeared to have average insight. Twelve percent seemed to have a good understanding of their own dynamics and reality needs.

A positive correlation existed between the degree of insight and the success of an offender. Ninety-six percent of the clients who had positive insight ratings succeeded in the program while 88% of the average insight offenders were also successful. Only 64% of the offenders who had negative insight succeeded.

TABLE 33

LEVEL OF INSIGHT IN RELATION TO SUCCESS OF REHABILITATION						
Level of Insight	Number	Successful	Unsuccessful	Percent of All Clients	Percent of Each Type Successful	Probability of Success
Negative	150	85	65	64	56	
Average	54	48	6	24	88	<.05 SIGNIFICANT
Positive	28	27	1	12	96	<.01 SIGNIFICANT

N = 232

Intellectual Evaluation



The Wechsler Adult Intelligence Scale was administered to all 232 project clients. As indicated in Table 34, the mean WAIS verbal score was 89, performance score was 87, and the full scale I.Q. was 88. This corresponds closely to other studies which show that the mean I.Q. of most delinquent and offender groups average about 90.

It may be noted that the offender group, coming mostly from the lower socio-economic class of people, tends to do poorer than socially adjusted individuals on the WAIS or other instruments which have been standardized on middle class groups. Socio-cultural forces may have influenced these results.

TABLE 34

I.Q. SCORES ON THE WECHSLER ADULT INTELLIGENCE SCALE	
Scale	Mean I.Q.
Verbal Scale	89
Performance Scale	87
Full Scale	88

N = 232

Psychological Assessment

A somewhat different method of analyzing the Minnesota Multiphasic Inventory has been recorded in Table 35. This method has not been previously reported in the literature. One hundred seventy-one (74%) of 232 offenders had at least one clinical scale on the MMPI that was two standard deviations above the mean of the general population. Some clients had two or more such scores. An MMPI score of two standard deviations was considered to be statistically significant and represented psychopathology.

Column 7 shows the total of all scores above two sigmas. The last column shows the percent of all significantly deviant scores made on each of the inventory subscales. An analysis of Column 8 reveals that 36.7% of the extremely high scores made by offenders on this test were on the psychopathic deviate scale. This clinical scale may be interpreted as re-

flecting an individual's inability to recognize the usual social norms. This means that the majority of public offender clients had different social values than are usually held by the average person. A highly deviant score tends to reflect a person's inability to conform to social standards.

Almost 15% of the deviant scores were on the hypomania scale. A high rating on this scale is an index of an individual's propensity to act out his impulses. Public offenders frequently act out their social feelings with lack of effective control.

Other scales are not as significant as the psychopathic and hypomania scores yet, in the aggregate, they tend to form a pattern. The typical public offender was found to have a diffused personality disorder which has been rather profound and malignant.

TABLE 35

ANALYSIS OF TEST SCORES: MINNESOTA MULTIPHASIC PERSONALITY INVENTORY							
Code	Clinical Scale	Number of Highest Scores Above 2 Sigmas	Percent	Number of Other Scores Above 2 Sigmas	Percent	Total Scores Above 2 Sigmas	Percent
1	Hypochondriasis	6	3.5	5	3.1	11	3.3
2	Depression	9	5.2	18	11.1	27	8.1
3	Hysteria	11	6.4	11	6.8	22	6.6
4	Psychopathic	100	58.4	22	13.6	122	36.7
5	Masculine-Feminine	3	1.7	6	3.7	9	2.7
6	Paranoia	7	4.0	18	11.1	25	7.5
7	Psychasthenia	4	2.3	16	9.9	20	6.0
8	Schizophrenia	16	9.3	20	12.4	36	10.8
9	Hypomania	12	7.0	37	22.9	49	14.7
0	Extrovert-Introvert	3	1.7	8	4.9	11	3.3
	Total	171	99.5	161	99.5	332	99.7

Interests

A similar analysis was made of Kuder Vocational Interest Inventory scores (Table 36). This inventory attempts to measure an individual's interests by use

of forced choice questions and compares them to those expressed by successful workers in major vocational fields. All scores above the seventy fifth percentile

suggest a significant interest in a vocational field.

Column 8 shows the proportion of high scores in each of the interest areas. Offenders showed greatest interest in four broad vocational fields: social service, clerical, science, and computation work. It is interesting to note

that success in all of these fields usually requires at least a high school diploma with additional business or college training. These jobs have high status and income. The average project client, however, had only an eighth grade education. This suggests a lack of reality in their vocational interests and aspirations.

TABLE 36

ANALYSIS OF TEST SCORES: THE KUDER VOCATIONAL INTEREST INVENTORY							
Kuder Profile Number	Area of Interest	Number of Highest Scores Above 75%	Percent	Number of Other Scores Above 75%	Percent	Total Scores Above 75%	Percentage of Total
0	Outdoor	10	8.7	4	3.1	14	5.7
1	Mechanical	8	7.0	11	8.5	19	7.8
2	Computational	15	13.1	11	8.5	26	10.7
3	Scientific	23	20.1	6	4.6	29	11.9
4	Persuasive	7	6.1	11	8.5	18	7.4
5	Artistic	8	7.0	12	9.3	20	8.2
6	Literary	5	4.3	16	12.5	21	8.6
7	Musical	13	11.4	9	7.0	22	9.0
8	Social Service	16	14.0	23	17.9	39	16.1
9	Clerical	9	7.8	25	19.5	34	14.0
	Total	114	99.5	128	99.4	242	99.4

PROGRAM SERVICES



Throughout the demonstration period, detailed records were kept regarding specific services provided by the project staff or purchased from others.

These records have been analyzed as an aid in understanding the scope of the overall service program provided project clients.

The dichotomy between the diagnostic and service phases of this program became diffused. It was observed early in the project that offenders could not withstand a lengthy evaluation period, as such, and required some type of service response almost immediately. In addition to obtaining information useful in understanding and counseling clients, providing services early in the diagnostic phase helped involve clients more rapidly into the rehabilitation process.

As indicated in Table 37, a wide spectrum of services was purchased for clients served in this project. Ten percent

of all offenders required immediate physical restoration services and another 10% required psychiatric treatment as part of their evaluation program in order to bring them to a point where further rehabilitation services could be given profitably. Forty-three percent required training and maintenance during the evaluation period. Thirty-one percent required occupational supplies and equipment while 22% received a transportation allowance. Seventeen percent of the clients were assisted in obtaining employment during their evaluation period.

TABLE 37

PURCHASED SERVICES PROVIDED DURING THE DIAGNOSTIC STAGE AS AN EVALUATION DEVICE		
Service	Number	Percent
Physical Restoration	22	10
Psychiatric Treatment	23	10
Training	99	43
Maintenance	90	39
Supplies and Equipment	72	31
Transportation	51	22
Placement	39	17
N = 232		

Training



A wide variety of training facilities were enlisted for the 112 successful project clients (Table 38) and training became one of the major tools used in their rehabilitation. As so many offenders had little craft skill and were educationally deficient, 56 were placed in training situations. A large proportion (59%) of these were placed in one

of the area trade schools in craft type training courses. Ten (17%) were given on-the-job training while 7 (12%) entered an institutional training facility such as one of the technical schools. The remainder were served in a business school, college, or in the workshop program.

Column 4 reflects that the average length of time that a client remained in any of these training facilities was 2½ months. The range was from two weeks in the workshop to a little over four months in the Trade School. Only a very few clients completed their course of instruction. Most on-the-job training efforts were successful. The majority of the drop-outs from trade schools found employment in jobs related to their course of instruction.

TABLE 38

TRAINING FACILITIES UTILIZED FOR CLIENTS			
Facility	Number	Percent	Mean Months In Facility
Institutional Training	7	12	3.2
Trade School	33	59	4.2
Business School	1	2	2
College	2	3	1.5
On-the-Job Training	10	17	2.7
Workshop	3	7	.5
Mean Months in Any Facility			2.5
N = 56			

Dropping out from a training situation was not usually the result of academic failure but was more related to an offender's inability to pursue a long-range goal. Despite the large drop-out rate, training experiences were considered beneficial. They seemed to serve as the "buffer period" which certain clients needed in which to develop an adequate social and vocational adjustment.

Counseling Services

Of the 232 project clients, 177 received counseling services by professional personnel in addition to the project staff (Table 39). Such services were rendered by prison officials (10%), a chaplain or minister (3%), psychologists (14%), a social worker (27%), and others (45%). Many offenders received some simultaneous counseling during their relationship with the project because other agencies continued to have legal supervisory responsibilities. Probation and parole officers continued to supervise and counsel their clients. No effort was made to assess simultaneous counseling.

TABLE 39

COUNSELING SERVICES PROVIDED BY PERSONNEL OTHER THAN PROJECT STAFF		
Counselor	Number	Percent
Prison Official	19	10
Chaplain or Minister	5	3
Psychologist	24	14
Social Worker	49	27
Other	80	45
N = 177		

Physical Restoration Services

As seen in Table 40, physical restoration services were provided 51 different times for the 112 successful rehabilitants. Some clients required more than one type or time of service. For example, every individual who underwent



surgery required hospitalization as did some who required medical treatment. Prostheses were provided for nine individuals.

TABLE 40

PHYSICAL RESTORATION SERVICES PROVIDED		
Service	Number	Percent
Treatment	25	49
Surgery	6	12
Hospital	11	21
Prosthesis	9	18
N = 51		

Equipment and Supplies

Table 41 shows that 62 of 112 rehabilitants required the purchase of vocational tools and equipment. Most of these (67%) were enrolled in the Trade School. In addition employers also required 29% of these clients to have inexpensive hand tools as a condition of employment. Two clients or 3% of the group needed occupational equipment for self employment.

TABLE 41

EQUIPMENT AND SUPPLIES PROVIDED		
Purpose of Equipment	Number	Percent
Training	42	67
Placement	18	29
Self Employment	2	3
N = 62		

Project personnel were aware that unstable offenders might pawn their tools for money to support an alcoholic binge and this occurred in a few cases. Efforts were made to minimize this risk by requiring in a few cases that tools be kept in custody of the employer or school authorities. This practice was limited in that counseling damage that resulted by demonstration of obvious mistrust was felt to represent a greater loss than the possible financial loss of a few tools.

Other Services



Other services required by rehabilitants are shown in Table 42. Most clients needed both maintenance and transportation as well as the counselor's assistance in job placement. A few needed help in obtaining trade licenses. Most offenders had little if any financial assets at the time they entered the rehabilitation program and had no assistance from family or friends. They were without funds to defray the cost of food, shelter, or clothes beyond the first day or two. These were usually supplied from project service funds. Without this service, it is felt that many would have seen little alternative except to immediately steal for food and shelter.

TABLE 42

OTHER SERVICES PROVIDED PROJECT CLIENTS		
Service	Number	Percent
Maintenance	80	39
Transportation	41	20
Licenses	11	5
Placement	72	36
N = 204		

DIMENSIONS OF SUCCESS

The project counselor attempted to maintain a relationship with clients for a period of time after their employment. Collateral contacts were also made with employers as well as other people in the offender's environment. Information obtained during this followup period has been summarized to depict the status of successfully rehabilitated clients in terms other than completion of the rehabilitation program. In addition to determining their employment status, information was obtained regarding clients' attitudes toward their employment situation, their relationship with co-workers, and their effectiveness as perceived by their employers.

Employment Status



As indicated in Table 43, 100 or almost 90% were employed in the competitive labor market. The remainder were self-employed, in business enterprises, homemakers, or unpaid family workers. Most offenders had little assets and required secure employment in which there was a regularly scheduled pay period. A few offenders were successfully self-employed but the majority seemed to require an employer-employee relationship.

TABLE 43

EMPLOYMENT STATUS OF CLIENTS AT CLOSURE		
Employment Status	Number	Percent
Competative Labor Market	100	89.3
Self Employed	3	2.7
Business Enterprise	3	2.7
Homemaker	3	2.7
Unpaid Family Worker	3	2.7
N = 112		

Offenders' Attitude Toward Job

Throughout the employment period, the rehabilitation counselor attempted to elicit the client's attitude toward employers and his job through discussions with both the offender and his supervisor. A subjective rating was made for each client (See Table 44). Fifty-six percent of the rehabilitants were judged to have a healthy or at least normal attitude toward his job and working conditions. Forty-three percent had an acceptable or fair attitude while only one person made a poor job adjustment.

It may be noted however that most offenders had some problems related to personality and inter-personal relationship which produced some degree of stress. These required considerable counseling since clients were inclined to be impulsive under stress and terminate their employment without notice to their employers.

TABLE 44

CLIENT ATTITUDES TOWARD JOB AND WORKING CONDITIONS		
Attitude	Number	Percent
Good	63	56
Fair	48	43
Poor	1	1
N = 112		

Employment Adjustment

The rehabilitation counselor also made inquiries of each client's supervisor as to the number of times problems had arisen which required adjudication. No effort was made to judge the merits of the complaint, or to determine how normal or abnormal the situation might be. As seen in Table 45, supervisors reported that 66% of the employed clients had no adjustment difficulties. Thirty-one percent reported 1 to 5 incidences while only 1% reported more than 5.

TABLE 45

CLIENT RELATIONSHIP WITH CO-WORKERS		
Negative Incidences Reported	Number	Percent
No Incidences	75	66
1-5 Incidences	35	31
Over 5 Incidences	2	1
N = 112		

As part of the follow-up procedure, the supervisor or the employer was asked to rate each offender in terms of being a good, fair, or poor worker (Table 46). Ratings were based on the usual criteria that the supervisor or employer used in judging the effectiveness of other employees. It was subjective in nature. Fifty-five percent of the 112 rehabilitated clients were rated as good workers while 45% were listed as fair workers. No client was rated as a poor worker by his employer.

TABLE 46

EMPLOYER EVALUATION OF PROJECT CLIENTS		
Employer Evaluation	Number	Percent
Good Worker	61	55
Fair Worker	51	45
Poor Worker	0	0
N = 112		



Chapter 4

DISCUSSION

Throughout the final year of this project, the professional staff and consultants met periodically to pool their observations regarding clients served. Research data were reviewed and considered in relation to clinical observations. An effort was made to arrive at a composite picture of the "typical" public offender client, at least as had been seen in this program. Realizing that any perspective such as this is necessarily overgeneralized, it is offered here for whatever insights it may provide.

The anti-social behavior resulting in most offenders receiving their present sentence seemed to be part of a life-long pattern of social inadequacy. The majority demonstrated personality pattern disturbances. They functioned in many respects as if their social development had been arrested at age 5 or 6. Yet their physical development and many interests were those of young adults. Some offenders were passive, aggressive, dependent persons. Their dependency was seen as a symptom of gross immaturity.

Family Relationships

The project staff continually noted the relationship between home environment of offenders and their social behavior. Both males and females seemed to have a distorted concept of the normal male role in society. Social histories regularly reflected the complete destruction of the family unit at an early state in the offender's life. The mother, in most cases, was the dominant authority figure who assumed the role of both parents. The father was either weak and ineffectual or absent from the family unit. This study does not indicate that all children from broken families will become social misfits. Nevertheless, the absence of an effective male in an offender's early home life tended to decrease the probability of his achieving a satisfactory social adjustment through a rehabilitation program of this nature.

Most of the offenders served in this program were not married. For those who were married, family relationships tended to be precarious. Very few enjoyed a warm personal relationship with their spouse. Most offenders made no attempt to sublimate their egocentric needs for their mate's comfort. The typical offender failed to assume normal responsibility associated with marriage. Relationships with mates tended to be superficially sexual and primarily limited to physical gratification. The offender tended to act in a sexually promiscuous manner. He seldom developed a wholesome father role. He did not comprehend the concept of sharing as practiced in a wholesome husband and wife relationship. This often resulted in estrangement from his new family as well as his old one. The married male offender served in this project tended to be rejected by his parents and divorced by his wife.

The offender's intellectual level was somewhat below the mean of the general population although his social deficien-

cy was even more significant. He appeared to have a low abstract or verbal component with poor insight and judg-

ment. His reading ability was less than the average person. This was partially explained by his dearth of social, cultural, and economic experiences. Lack of social awareness with basic immaturity, concrete rather than verbal abstract capacities, poor reading ability, and academic deficiency are some of the offender's characteristics noted by the project staff.

These characteristics seemed to increase the offender's impotency to deal adequately with social crises. Offenders tended to develop a panic reaction with disorganization when confronted with severe social stress. In many instances, this started a chain reaction: A panic reaction prompted inadequate social responses and this tended to create further social stresses; these in turn strengthened the panic reaction and further personality disorganization followed; this frequently ended in completely unacceptable anti-social behavior; this behavior often produced legal sanctions which resulted in further imprisonment. Each period of incarceration seemed to deepen the mistrust and maladaptive social behavior pattern. It tended to further inhibit social growth and maturity. An offender's social pathology seemed to increase in direct ratio to the number and length of his prison experiences. This vicious cycle is apparently quite common and is reflected in the nation's high institutional recidivism rate.

It is important to note that offenders served in this program seemed to function most effectively in a relatively well structured environment. They needed well defined limits. Like children, most had little ability to diagnose social situations correctly and to differentiate between alternatives. Yet, like adolescents, all would react violently to being considered or treated like children. Their insight was limited and their thought processes were concrete rather than conceptual. They seemed to need immediate gratification of their wants or desires. Their frus-

tration level was usually low and they were easily disorganized by external changes in their environment.

The offender's apparent narcissistic involvement tended to prevent normal relationships with other people. This egocentrism was manifest by a general lack of trust in others. This in turn tended to reinforce their basic dissociation. This feeling of "social apartheid" was seemingly reinforced by their experiences with police and correctional authorities.

Misinterpretation of other people's motives and actions seemed to complicate the process of forming wholesome interrelationships. The offender was often unable to realistically perceive his social environment and thus failed to use new information or assistance effectively so as to bring about actions acceptable to and rewarded by society. This inadequacy in perceiving motives appeared to be part of the offender's personality pathology. His social retardation prevented him from acting appropriately in highly complex social systems.

The typical offender viewed himself as an outcast and had little if any insight as to his own social inadequacies. The cause of his problems was usually attributed to alcohol, poor friends who adversely influenced him, or some unfortunate youthful experience. The youthful offender attempted to effect a bravado self concept. He attempted to simulate the role of a lover and fighter who rejected middle class norms. The older offender tended to have a depreciatory self concept. This was especially accentuated in the older inadequate or alcoholic individual.

The project staff has also focused on the vocational life of offenders and on the question "What do these social and psychological inadequacies mean in our efforts to guide, train, and place these clients in a suitable occupation?"

There are few absolutes in defining acceptable social conduct. A mature person has to be able to evaluate each social situation and decide what behavior is appropriate and socially acceptable. The public offender tends to be socially inadequate and has difficulty making complex social evaluations. Inappropriate responses are therefore common. The offender is also highly impulsive and tends to seek immediate gratification. He has extreme difficulty pursuing long-term goals. Both vocational and social plans tend to be very unrealistic, to be based on fantasy. He has limited ability to define problems and consider possible outcomes of various alternatives. He has poor understanding of what skill is required for specific jobs or crafts. A high degree of stereotype in his vocational interest was noted. He usually expresses preference for a high status job but has little knowledge of the job's prerequisites.

The vocational history of the typical offender was fraught with instability. Employment was generally unskilled in nature. Job tenure was poor. While the offender may not have been discharged, he often quit for little reason and without notice to his employer. He was unable to modify or sublimate feelings of hostility or aggressiveness toward superiors and co-workers. As a result, he tended to "get into it with" someone at work and reacted by quitting

The offender tended to live for the present only and seemed unable to project his thoughts ahead so as to foresee the future. It was therefore difficult for a counselor to plan with him regarding a long-range program.

The offender usually had another fairly legitimate reason for being reluctant to focus on long-range plans. After release from prison, the client was usually without adequate funds, shelter, food, or clothes. The need for immediate funds was the reason given by many clients to justify their accepting immediate employment even if it was not appropriate or interfered with the rehabilitation plan. As the typical referral to the program had no feeling of present security, he seemed to have little psychic energy available for concentrating on the future.

Judgement in matters relating to all aspects of life were found to be impaired. Poor judgement was manifest by a tendency to choose a luxurious, pleasure producing consumer item as opposed to purchasing a necessity. It was not at all uncommon for an offender to purchase alcohol or the services of a prostitute with money supplied to him for shelter or food. He gave little forethought to the consequences of his behavior. Each problem was solved on an immediate basis with little regard for the social or personal cost of such poor judgement.

All of these characteristics noted in this discussion reflect symptoms of a group of grossly socially inadequate individuals. Unfortunately, neither drugs nor psychiatric insight therapy were effective in alleviating these pathological symptoms. Anxiety or guilt feelings which might be capitalized on in a therapeutic program were usually absent. There was therefore little reason to prescribe drugs to allay anxiety. Psychotherapy was not markedly successful. Insight counseling was equally unsuccessful. The only approach which seemed to result in any appreciable reduction in social and legal conflicts was that of structuring and manipulating the offender's environment and serving as an interpreter between him and society long enough for him to establish some measure of stability in the society.

Chapter 5

SUMMARY

Clients were referred into this program from a variety of federal and state sources with the majority coming from the Department of Corrections and the State Probation and Parole Board.

A wide range of physical and emotional disorders were found among the referrals. The number of medical deficiencies was somewhat higher than expected. One fourth of all clients required an evaluation by a medical specialist.

The mean I.Q. of clients participating in this program was 88. This corresponds quite closely to the mental level of offenders served in similar programs.



Eighty one percent of the clients were unskilled and the average client had about an eighth grade education.

As most of the offenders referred had little financial resources, it was necessary to provide maintenance and transportation.

The mean age of all clients participating in the program was about 25. Younger referrals having fewer previous convictions were more inclined to accept services.

The average prison term for all referrals was about 15 months with the average term of probation being about 22 months. A minority of referrals were under federal jurisdiction but those who were tended to participate and become successfully rehabilitated.

Most clients referred into the program were single although separated or divorced individuals apparently felt a greater need to participate. Married individuals, particularly those with children, declined to participate.

All of the project clients were given a general physical and a psychological examination. Ninety-two percent of the 232 clients participating in the program received a psychiatric evaluation and 75% were evaluated by the social worker.

Although training was considered to be a useful tool in the rehabilitation of certain clients, there was a high drop-out rate from these training programs. For the 56 individuals placed into training programs, 10 weeks was the average time spent in them. The holding power of workshops tended to be less than any of the other facilities.



Ninety percent of the first 112 successfully employed were engaged in jobs in the productive labor market while the remainder were divided among the self-employed, homemakers, and unpaid family workers. More than 55% of these clients were found to hold a healthy attitude toward their job and 43% held a fair or acceptable attitude. Supervisors reported that 66% of the employed clients had had no major adjustment difficulties and 31% had fewer than five incidences worth recording. Employers judged 55% of the clients to be good workers and 45% were rated as fair. These findings seem to indicate that the job adjustment of public offenders placed in employment is as satisfactory as that of most other workers in unskilled employment.

VARIABLES SIGNIFICANTLY RELATED TO
ACCEPTANCE OF REHABILITATION SERVICES

REFERRAL AGE - Younger
RACE - White
PRIOR CONVICTIONS - Fewer
REFERRAL SOURCE
 Federal Probation
 Department of Corrections
 State Parole
LENGTH OF PRISON TERM - Shorter
SEVERITY OF CRIME - Misdemeanors
TYPE OF CRIME
 Auto Theft = success
 Manslaughter = failure
JUDICIAL JURISDICTION
 Federal Probation
MARITAL STATUS
 Separated Divorced
NUMBER OF CHILDREN - None

VARIABLES SIGNIFICANTLY RELATED
TO SUCCESSFUL REHABILITATION

SEX - Females
CATEGORY OF CRIME
 Against State = success
 Against Property = failure
JUDICIAL JURISDICTION - Federal
FAMILY AUTHORITY PATTERN
 Mother Dominance = failure
 Absence of Authority = failure
SOCIAL CLASS - Middle
LEVEL OF INSIGHT - Positive

The typical public offender served in this program was found to be a person with severe social and emotional problems. His problems were quite similar to those usually found among the emotionally disturbed, mentally retarded, the alcoholic, and the economically and culturally deprived.

Just as it has been found that rehabilitation of the mentally ill requires a somewhat different approach than is normally used for other clients, a different approach and set of techniques are felt to be necessary to effectively work with public offenders.

As indicated previously, most offenders have been in conflict with authoritarian figures throughout their life and have developed ways of ignoring or rejecting them. This authoritarian environment has not resulted in emotional and social growth necessary for the individual to function effectively in society.

Although the public offenders have been removed from society on more than one occasion, they continue to demonstrate their inability to adjust to social mores and continue their social transgressions after release from prison. Prison has not served to deter these socially and emotionally maladjusted individuals. Incarceration or the threat of it is probably more effective in deterring normal individuals from engaging in anti-social behavior. It apparently has little effect on the emotionally inadequate although correctional authorities differ on this point. As has been found with other persons with emotional and social deficiencies, community oriented growth and maturity can best be achieved in a real community setting.

It is doubtful that the vocational rehabilitation process can modify the basic personality structure of offenders in a short period of time. A few months of counseling services cannot counteract years of social retardation and suddenly increase their maturation level from that of a young child to an adult.

The rehabilitation counselor can assist the offender by developing an atmosphere which promotes social growth. He can assist the offender to gradually achieve some measure of social stability. Perhaps his greatest contribution is to act as an intermediary to prevent the client and society from continually clashing while the client has a few successful experiences in life and develops a little more positive relationship with others in his environment. The primary rehabilitative intervention is therefore one of environmental manipulation.

COUNSELING TECHNIQUES

The following suggestions have been developed as an aid to those who may be initiating a vocational rehabilitation program for public offenders. The principles underlying these suggestions were formulated as a result of both clinical observations and statistical research.

1. A SIGNIFICANT NUMBER OF PUBLIC OFFENDERS CAN BE REHABILITATED BUT MORE STAFF TIME IS REQUIRED THAN WITH PHYSICALLY DISABLED CLIENTS.
2. A TEAM OF REHABILITATION PERSONNEL IS APT TO BE MORE EFFECTIVE WITH PUBLIC OFFENDERS THAN AN INDIVIDUAL COUNSELOR. This team should include full or part-time services of a counselor, social worker, psychologist, and psychiatrist plus representatives of cooperating agencies.
3. THE TYPICAL PUBLIC OFFENDER TENDS TO BEHAVE IN A GENERALLY INADEQUATE MANNER. Criminal violations, marital disturbances, and vocational deficiencies are all symptoms of a general pattern of social inadequacy. These inadequacies seem to result from long term socialization deficiencies.
4. A SPECIAL PHILOSOPHY AND SET OF REHABILITATION TECHNIQUES ARE NEEDED TO REHABILITATE THE PUBLIC OFFENDER.
5. THE COUNSELOR MUST PROVIDE A PROTECTIVE SETTING IN WHICH THE CLIENT CAN HAVE TIME AND OPPORTUNITY TO FUNCTION WITHOUT DISASTROUS PUNITIVE EFFECTS. • He represents a social microcosm where there is environmental protection during the growth process. The rehabilitation agency should represent a structured but non-patronistic and non-authoritarian home where the client shares decision making powers with the counselor. The client learns from the counselor how to manipulate his environment in a socially accepted manner so as to meet his needs.
6. THE REHABILITATION COUNSELOR SHOULD VERBALIZE AND DEMONSTRATE THAT HE HAS NO PUNITIVE OR POLICE POWERS. The typical offender has been confronted throughout his life by police, correctional officers, and other authority figures who have exerted punitive powers over him. He has rejected them all as an acceptable male model. The counselor should not assume an authority relationship with the client, coerce him into the program, or reflect covert or overt rejection. The counseling and training program must be permissive, allowing the client to honestly express his wants, hostility, frustrations, and other feelings.
7. THE COUNSELOR MUST BE AWARE OF THE CLIENT'S PROFICIENCY IN MANIPULATING AUTHORITY FIGURES AND GETTING AROUND AGENCY REGULATIONS. Many clients will attempt to use the manipulative behavior patterns that proved successful in their prison environment. Strangely enough, the counselor's controlled manipulation of the client along with the client's efforts to manipulate the counselor can serve as the vehicle for an early client-counselor relationship. This is a pragmatic approach and differs from the usual insight counseling.
8. THE COUNSELOR SHOULD USE THE DEPENDENCY NEEDS OF CERTAIN CLIENTS AS A MEANS OF ENCOURAGING THEM TO CONTINUE IN THE REHABILITATION PROGRAM. Many offenders will continue participating only as long as they feel a need for something from the counselor. They are apt to view these needs in materialistic terms, e.g. maintenance funds, but their greater socialization needs can be met only if they are kept in the program.

-
9. THE REHABILITATION COUNSELOR SHOULD INTERCEDE WITH SOCIAL AND POLICE AUTHORITIES AS AN ADVOCATE OF THE CLIENT WHEN A SOCIAL CRISIS DEVELOPS BUT HE SHOULD DO SO ONLY WHEN ALL PARTIES ARE FULLY AWARE OF THE FACTS. Such intervention may prevent reincarceration and termination of the community adjustment process.
 10. DURING A SOCIAL CRISIS IS PROBABLY THE ONLY TIME WHEN INSIGHT COUNSELING IS EFFECTIVE AS THE OFFENDER TENDS TO SHOW ANXIETY ONLY AT SUCH A TIME.
 11. CONSTANT PREVENTATIVE COUNSELING IS NECESSARY TO PREVENT CLIENTS FROM COMMITTING TRANSGRESSIONS WHICH RESULT IN REINCARCERATION OR OTHER SEVERE SOCIAL SANCTIONS. The counselor must know his clients well enough to anticipate such behavior.
 12. PERSONALITY CHARACTERISTICS AND NEEDS ARE MORE IMPORTANT AS VOCATIONAL DETERMINANTS THAN INTELLIGENCE, INTERESTS, OR APTITUDES. Indices used to plan vocational goals are therefore different than those used in most guidance programs.
 13. THE PUBLIC OFFENDER TENDS TO PERFORM BETTER IN CONCRETE, NON-JUDGMENTAL JOBS THAN IN EMPLOYMENT WHERE ABSTRACT CONCEPTUALIZING IS REQUIRED. Jobs in construction and service type employment make least demands on their inherent personality instabilities and call for the least judgment, decision making or stress.
 14. JOBS WHICH PRODUCE IMMEDIATE SATISFACTION SEEM TO BE BEST SUITED FOR THIS TYPE OF CLIENT.
 15. LONG-TERM, HIGH-LEVEL TRAINING GOALS DO NOT USUALLY LEAD TO SATISFACTORY JOB PLACEMENT.
 16. JOB STABILITY SEEMS GREATEST IN EMPLOYMENT WHICH ENABLES THE OFFENDER'S HOSTILITY TO BE DISCHARGED IN A HARMLESS FASHION.
 17. THE COUNSELOR SHOULD REALIZE THAT GOALS AND PLANS DEVELOPED WHILE CLIENTS ARE INSTITUTIONALIZED ARE USUALLY MODIFIED OR ABANDONED SOON AFTER RELEASE. Many of these are based on fantasy. While a continuum of services throughout an offender's incarceration may help him develop skills, most community-oriented social and vocational maturation occurs after his release into a community setting.
 18. YOUNG FEMALE OFFENDERS SHOULD BE ASSIGNED TO A FEMALE COUNSELOR OR SOCIAL WORKER. They tend to require a surrogate mother figure. Most male counselors will not have much success with them and should be aware of the seductive manipulative techniques used by female offenders.
 19. FIELD COUNSELING SESSIONS CREATE FAR BETTER RAPPORT WITH CLIENTS THAN ACROSS-THE-DESK CONTACTS.
 20. HOME AND FAMILY ENVIRONMENTAL FACTORS TEND TO BE CLOSELY RELATED TO OFFENDERS' CHANCES OF ACCEPTING SERVICES AND THEIR SUCCESSFUL REHABILITATION.
-

BIBLIOGRAPHY

1. Abrahamsen, D. THE PSYCHOLOGY OF CRIME, New York, Columbia, University Press, 1960.
2. Ancona, L. Considerazioni Sulla Dinamica Psicologia Del Reato e Della Reclusione (Consideration About Psychological Dynamics of Criminal Behavior and Imprisonment). CONTRIBUTI DEL ISTITUTO DI PSICOLOGIA, 1962, No. 24, 26-39.
3. Buss, A.H. THE PSYCHOLOGY OF AGGRESSION, New York, Wiley, 1961.
4. Caplan, N. & Siebert, L. Distribution of Juvenile Delinquents Intelligence Scores Over a Thirty Four Year Period (N = 51, 808). JOURNAL OF CLINICAL PSYCHOLOGY, 1964, 20, No. 2, 242-247.
5. Coulter, C.W. Family Disorganization as a Causal Factor in Delinquency and Crime. FEDERAL PROBATION, 1948, 12, No. 3, 13-17.
6. Dana, R., et al. Psychological Reports and Juvenile Probation Counseling. JOURNAL OF CLINICAL PSYCHOLOGY, 1963, 19, No. 3, 352-355.
7. David, A., et al. Psychological Reports and Female Juvenile Delinquents. JOURNAL OF ABNORMAL & SOCIAL PSYCHOLOGY, 1962, 64, No. 3, 239-240.
8. Davidoff, E. & Noelzel, E. THE CHILD GUIDANCE APPROACH TO JUVENILE DELINQUENCY, New York, Child Care Publication, 1951.
9. Glasser, D. THE EFFECTIVENESS OF A PRISON AND PAROLE SYSTEM, New York, Bobbs, 1965.
10. Glueck, S. and E. UNRAVELING JUVENILE DELINQUENCY, New York, The Common Wealth Fund, 1950.
11. Golin, S. & Silverstein, S. Effects of Frustration on Behavior of Juvenile Delinquents. JOURNAL OF CLINICAL PSYCHOLOGY, 1965, 21, No. 2, 198-200.
12. Griggers, D. & Rogers, C. Preliminary Survey of the Correctional System as Viewed by the Client in THE OFFENDER AS A CORRECTIONAL MANPOWER RESOURCE, Sacramento, The Institute for Study of Crime and Delinquency, 1965.
13. Hawkins, G. Freewill, Responsibility, and Punishment. ARCHIV FUR RECHTS AND SOZIALPHILOSOPHIE, Neuwied, Bercheft, 39, N.F. 2, 1963, 117-136.
14. Hooton, E. THE AMERICAN CRIMINAL AND ANTHROPOLOGICAL STUDY, Cambridge, Harvard University Press, 1939.
15. Kelly, F. & Veldman, D. Delinquency and School Drop Out Behavior as a Function of Impulsivity and Non-dominant Values. JOURNAL OF ABNORMAL & SOCIAL PSYCHOLOGY, 1964, 62, No. 2, 190-194.
16. Kunkeler, H. Questions in Criminal Psychology: The Psychological Effect of Incarceration. PRAKTISCHE PSYCHOLOGIE, 1964, 18, No. 6, 175-180.
17. Lombroso, C. CRIME, ITS CAUSES AND REMEDIES, Boston, Little, Brown and Company, 1911.
18. Mandel, N., et al. Recidivism Studied and Defined. JOURNAL OF CRIMINAL LAW, CRIMINOLOGY & POLICE SCIENCE, 1965, 56, No. 1, 59-66.
19. Rowley, V.N. & Stone, F.B. MMPI Differences Between Emotionally Disturbed and Delinquent Adolescents. JOURNAL OF CLINICAL PSYCHOLOGY, 1962, 18, No. 4, 481-484.
20. Schuessler, K. & Caessey, D. Personality Characteristics of Criminals. AMERICAN JOURNAL OF SOCIOLOGY, March 1950, 476-484.
21. Siebert, L.A. Otis I.Q. Scores of Delinquents. JOURNAL OF CLINICAL PSYCHOLOGY, 1962, 18, No. 4, 517.
22. Taft, D. & England, R.W. CRIMINOLOGY, New York, MacMillan, 1966.
23. Thrasher, F. The Boys Club and Juvenile Delinquency, AMERICAN JOURNAL OF SOCIOLOGY, July 1936, 66-80.
24. Woodward, M. The Role of Low Intelligence In Delinquency. BRITISH JOURNAL OF DELINQUENCY, April 1965, 299-300.
25. Zivan, et al. Vocational Rehabilitation of Institutionalized Delinquent Male Adolescents. PERSONNEL & GUIDANCE JOURNAL, 1965, 43, No. 5, 461-467.

